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Local Government Service

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HADOW COMMITTEE'S PLAN

**SURVEY OF THE EVIDENCE: QUALIFICATION, RECRUITMENT, TRAINING AND PROMOTION
PROPOSALS IN FULL: SALIENT PASSAGES FROM THE COMMITTEE'S OBSERVATIONS**

IN last month's issue we gave a general survey of the salient features of the report of the Departmental Committee, under the chairmanship of Sir Henry Hadow, C.B.E., M.A., on the qualifications, recruitment, training, and promotion of local government officers. Here we go into greater detail and print *in extenso* the committee's conclusions and recommendations given at the end of their report, with the relevant passages from their observations extracted from the main body of the report, a method which is perhaps most convenient for affording a general conspectus of the committee's views. Attention may, however, first be drawn to the main points in the evidence submitted to the committee. The committee have adopted the plan—which might very well be copied by other committees—of giving a summary of the evidence presented by a large number of organisations and also by individuals.

THE EVIDENCE

From the list of witnesses it is seen that the evidence falls into three main divisions; namely, evidence on behalf of local authorities, evidence on behalf of local government officers, and evidence from witnesses outside the service. Summarising briefly the general impression which each division of the evidence made upon them, the committee first deal with the evidence of local authorities. They state that the associations of local authorities appeared to be fairly well satisfied with the present quality of officers, with the practice of individual local authorities as regards recruitment, and with the facilities generally available for training. They did not think it practicable to extend the field of recruitment by encouraging the increased entry of university graduates.

The associations did, however, consider that in some districts more systematic methods in recruitment would be desirable. Every local authority should, they thought, require certain general educational attainments in junior candidates for their service; and for senior posts, for which a technical qualification is appropriate, should insist on the qualification as a condition of appointment. They also

considered that vacancies should, as a rule, be advertised. Finally, the associations recommended that in every local authority there should be definite grades and salary scales, and a superannuation scheme; and that the general management of the staff should be entrusted to a central committee.

The Metropolitan Boroughs' Standing Joint Committee suggested that in order to encourage the growing movement towards uniformity in matters of staff among the London boroughs, and to provide that development should be along the right lines, a Joint Board should be set up to advise London authorities on the recruitment, qualifications, training, and promotion of officers.

CASE FOR OFFICERS

The officers' representatives, the committee point out, also appeared to be fairly content with the general scheme of recruitment, training, and promotion. They were, however, anxious that there should be fixed minimum age and educational qualifications applicable throughout the service; and that the facilities for obtaining the technical qualifications necessary for promotion should be improved. "The National Association of Local Government Officers," the committee add, "urged in addition that more should be done for the encouragement of clerical officers who are not in a position to obtain a technical qualification; and they asked that the associations of local authorities should co-operate with them in the establishment of recognised qualifications for these officers. They also suggested that there should be freer movement of clerical officers between departments. Finally, they proposed that every local authority should set up an establishment committee to be responsible for all matters affecting staff."

The committee received a great deal of evidence from associations representing professional and technical officers, mostly to the effect that officers engaged on duties within the scope of the particular profession concerned ought invariably to be required to possess a specified qualifica-

tion, and that this is not always done. In some cases the witnesses suggested that the recognised qualifications are not altogether satisfactory.

The officers' representatives emphasised the importance of superannuation schemes. Several of the associations of officers urged that the security of tenure at present enjoyed by certain limited classes of local government officers should be extended to others.

Criticisms of the existing system of recruitment came from outside the service, and were mainly directed to the limited field of recruitment. The late Professor Graham Wallas, Sir Ernest Simon, Mr. W. A. Robson, the Institute of Public Administration and the Headmasters' Conference were all strongly of opinion that the failure of local authorities to recruit clerical and administrative officers from either of the two higher educational groups, the advanced secondary school and the university, is a serious defect in the existing system.

THE UNIVERSITY MAN

The committee received evidence from all the universities of England and Wales suggesting that there must be a place in the local government service for the university man who does not wish to specialise either in medicine, education, or engineering, and urging that opportunities should be made for recruits of this type. The Joint University Council for Social Studies for their part suggested that the service has particular need of recruits who have taken a university course in social studies. The National Union of Societies for Equal Citizenship urged that local government posts should be open to women as freely as to men.

Criticism of methods of recruitment came from the National Federation of Property Owners and Ratepayers and from Mr. Robson. Both alleged the existence of patronage and recommended a system of competitive examination as the cure. The Institute of Public Administration also expressed the view that competitive examination is the best system of selecting recruits for the public service.

HADOW REPORT (Continued)

RECRUITMENT RECOMMENDATIONS

NOTIFICATION OF VACANCIES: SELECTION OF CANDIDATES: SECURITY OF TENURE:
MINIMUM AGE OF ENTRY AND EDUCATIONAL QUALIFICATIONS

ON this and subsequent pages we give the committee's recommendations and the relevant passages from the report.

(1) ALL VACANCIES SHOULD BE WIDELY NOTIFIED, EXCEPT WHERE IT IS INTENDED TO FILL THEM BY PROMOTION INSIDE THE OFFICE.

We fully agree that all vacancies, whether for officers with experience or for junior newcomers, which are not to be filled by promotion, ought to be made widely known. This is not always done, and we wish, therefore, to emphasize the importance of proper notification. It is essential for public authorities to avoid any suspicion that appointments are being "jobbed," and unless vacancies are made generally known this suspicion is certain to arise.

At the same time it is not clear that press advertisement is the best method of notification in every case. As regards junior clerical vacancies there is substance in the exception made by the representatives of local authorities. Advertisement of the authority's requirements in the local schools is likely to reach as wide a field as advertisement in the local press, provided that all the schools are approached. For vacancies of this character we are not able to recommend anything more explicit than comprehensive notification. But it should be comprehensive.

For senior officers we do not think that there is any satisfactory substitute for advertisement and we recommend that every senior vacancy, to which it is not intended to promote an existing officer, should be advertised in the appropriate press.

(2) CANDIDATES SHOULD ORDINARILY BE INTERVIEWED BY A COMMITTEE OF THE COUNCIL; SELECTION BY AN OFFICER SHOULD BE EXCEPTIONAL.

The selection of officers, particularly of junior officers, is frequently left to the sole discretion of the chief officers of departments. The appointment requires confirmation, but members of the local authority take no active part in it. The arrangement is convenient, and no doubt often enough works well, but it is open to the objection that any individual exercising the power of appointment is exposed to the risk of pressure on behalf of particular candidates, with the possible result that selection ceases to be impartial. Moreover, we think that the members of local authorities should take an active interest in all appointments to their service.

We conclude that as a general rule the selection of officers by interview should be carried out by a committee or sub-committee of the council. We do not rule out the delegation of this duty to an officer, or better still, group of officers, but we think that this arrangement should be exceptional, and should be carefully supervised. Where officers are authorised to select juniors for appointment, the local authority should require the submission of full reports of appointments proposed to the appropriate committee.

(3) THE CANDIDATURE OF NEAR RELATIONS OF MEMBERS OR OFFICERS SHOULD BE CLOSELY SCRUTINISED. MEMBERS, OFFICERS AND CANDIDATES BEING REQUIRED TO DISCLOSE RELATIONSHIP.

Members of local authorities who accept a paid office under the council are disqualified by law from continued membership. We came to the conclusion during the course of our discussions that they should also be disqualified from accepting the office until a fixed period after they have ceased to be members. The Local Government Act, 1933, provides for a twelve months disqualification (with certain exceptions).

The relations of members and officers may also be classed as interested persons. We have evidence of several cases in which appointments appear to have been obtained largely on account of some relationship. Patronage of this description is altogether objectionable, and local authorities should do everything in their power to avoid any suspicion of it. It is not practicable to disqualify the relations of members and officers automatically, but we recommend the local authorities should require candidates to disclose whether they are related to any member or officer; and that deliberate omission to make such a disclosure should be a cause of rejection or, in the case of subsequent discovery, of dismissal. Members and officers should also be required to disclose relationship to a candidate. Where relationship is disclosed the appointment should be closely scrutinised, the interested member or officer being as a matter of course debarred from taking any part in the discussion, and all the facts should be notified to the Council before the appointment of any person related to a member or officer is confirmed.

(4) CANVASSING SHOULD INVARIABLY DISQUALIFY A CANDIDATE.

We recommend that all local authorities should provide by standing order that canvassing for any appointment will disqualify the candidate; and should see that the order is observed.

(5) ALL NEWCOMERS TO THE SERVICES SHOULD BE APPOINTED ON A TERM OF PROBATION, SHOULD BE THOROUGHLY TESTED, AND SHOULD BE APPOINTED TO THE ESTABLISHED STAFF ONLY IF REPORTS ARE SATISFACTORY.

It is important that local authorities should appoint all newcomers to their service subject to a fixed period of probation, and should ensure that the probationers are thoroughly tested and are not subsequently appointed to establish posts, unless they have shown themselves to be satisfactory. Probation is apt to degenerate into a formality, but in a public service, where it is often difficult to dismiss officers once they are on the establishment, every effort should be made to secure effective testing during the first twelve months. Appointments of persons with no previous experience of local government should not be confirmed until the officers have served for at least that period, better still for two years; full reports on their progress should be required from the heads of departments; and local authorities should not hesitate to refuse confirmation of the appointment at the end of the probation period if the reports show that an officer is not up to standard.

(6) BEFORE A SENIOR OFFICER IS DISMISSED, NOTICE SHOULD BE GIVEN TO ALL MEMBERS OF THE AUTHORITY, AND, IF THE OFFICER SO REQUESTS, THE NOTICE SHOULD STATE THE GROUNDS OF THE COMPLAINT.

It is important that the principal officers of local authorities should feel free to express their opinion on all matters with which they are concerned without fear of the consequences. But we are not satisfied that there is a case for extending the security of tenure enjoyed by medical officers and certain other officers; nor do we think that the requirement of a two-thirds majority vote before an officer could be dismissed would be satisfactory. We do, however, recommend that before any principal officer is dismissed notice of the action proposed should be given to all members of the authority, and, if the officer so requests, the grounds of the dismissal should be stated in the notice.

(7) LOCAL AUTHORITIES SHOULD NOT AUTHORISE THEIR OFFICERS TO APPOINT AND PAY THEIR OWN ASSISTANTS, BUT SHOULD BE DIRECTLY RESPONSIBLE FOR THE

APPOINTMENT AND SALARY OF EVERY MEMBER OF THEIR STAFF.

Our attention has been drawn to the fact that some clerks to councils are required by the authority to appoint and pay their own staff, themselves receiving an inclusive remuneration which they may apportion as they please. This practice has, in our view, nothing to recommend it, and is open to serious abuse. In all cases the local authority should be directly responsible for the appointment and salary of every member of the staff.

(8) SIXTEEN YEARS SHOULD BE THE MINIMUM AGE OF ENTRY, AND A SCHOOL CERTIFICATE THE MINIMUM EDUCATIONAL QUALIFICATION. VACANCIES SHOULD BE OPEN TO GIRLS AS WELL AS TO BOYS.

We are aware that many local authorities accept candidates of fifteen or even of fourteen years of age, but in our view this is not satisfactory. The work of a clerical officer requires a standard of education and general knowledge which is not ordinarily reached until at least the age of sixteen. We have carefully considered whether sufficient candidates of this type are likely to be forthcoming in the districts where at present boys and girls are entering the service at a lower age, and we have come to the conclusion that with the present facilities for continuing education beyond the age of fifteen there need be no fear on this score.

We further recommend that the possession of the school certificate should be a condition of appointment to the clerical grades. Our witnesses were agreed that local authorities should insist on some minimum educational qualification, but in spite of this general agreement there are many authorities who do not in fact do so. It seems to us important to insist on this recognised certificate of educational attainment, both for its immediate value as indicating certain qualities in the recruit, and for its later use as a condition of admission to more advanced examinations. We appreciate that candidates of the school certificate standard may sometimes be hard to come by in outlying districts, but we believe that at the present day few local authorities would encounter serious difficulty if they were sufficiently persistent.

It has been suggested to us that local authorities should invite applications for vacancies in the clerical grades from girls equally with boys. In principle we support this suggestion. There is no reason to suppose that girls would not be equally suitable for this work, and there would be advantage in widening the field of selection to include all persons possessing the necessary qualifications of age and education. At the same time the difficulties must be faced. Whatever the terms on which girls are appointed, there is bound to be a risk that they will retire after a few years' service, just when their experience has made them useful officers, and local authorities, the majority of whom employ comparatively small staffs, have to bear this in mind. We do not think this difficulty sufficiently serious to justify the exclusion of girls, but there may be good reasons for limiting the proportion of women entrants.

(9) LOCAL AUTHORITIES SHOULD RECRUIT A CERTAIN PROPORTION OF JUNIOR CLERICAL OFFICERS AT EIGHTEEN OR NINETEEN YEARS OF AGE. THE LARGER LOCAL AUTHORITIES MAKING SYSTEMATIC ARRANGEMENTS TO DO SO.

It seems to us that in the local government service, as in the civil service, the system of recruitment ought to be adjusted to the educational system of the country, and that local authorities should draw regularly on each of the recognised educational classes above the minimum age we recommend—on the advanced

COMPETITIVE EXAMINATIONS

RECRUITMENT OF UNIVERSITY GRADUATES AND JUNIOR CLERICAL OFFICERS: ADMISSION OF PROFESSIONAL AND TECHNICAL OFFICERS: QUALIFICATIONS OF PRINCIPAL OFFICERS

secondary group and on the university group, that is, as well as on the boys and girls who leave at sixteen. By failing to do so, authorities are practically excluding from their service some of the ablest men and women in the country, and in view of the nature and extent of their responsibilities they cannot afford thus to narrow the field of recruitment. A large proportion of the ablest children continue their education beyond the age of sixteen, especially in these days of numerous scholarships and maintenance grants, and the loss to local government if authorities continue to ignore the university and advanced secondary groups is correspondingly heavy. It is a complete contradiction to spend money on higher education, and to refuse employment to the boys and girls who profit by it. Moreover, it cannot seriously be suggested that additional education between the ages of sixteen and eighteen, or later at the university, is not valuable in the office of a local authority.

(10) JUNIOR CLERICAL OFFICERS SHOULD PREFERABLY BE RECRUITED BY OPEN COMPETITIVE EXAMINATION, NEIGHBOURING LOCAL AUTHORITIES COMBINING FOR THE PURPOSE.

As a general rule the best system of recruiting junior officers for clerical or administrative work in a public service is by competitive examination. We are familiar with the criticisms which can be made of examinations as an instrument in selection, and with the complaints of those who think that there are already far too many examinations; but at the present day we do not see any satisfactory alternative where a large public service is concerned. Moreover, provided that a personal interview is an essential part of the examination, and is combined with an effective period of probation, a competitive examination provides, in our view, a more discriminating method of choosing from among immature candidates than any method which depends on personal interview alone. There is the further advantage that a system of competitive examination is in itself an advertisement of the service, and would attract good recruits. This has been demonstrated by the civil service examinations. We have already referred to the importance of maintaining strict impartiality in the selection of officers for the service of local authorities. This is a strong reason for preferring a system of competitive examination.

We recommend, that neighbouring local authorities should combine to hold annual competitive examinations for junior clerical officers. The larger local authorities, particularly the county councils, should take the initiative in forming regional groups. And later the completion of groups and the establishment of examinations in every area will, we hope, be stimulated by the central committee of local authorities which we recommend.

(11) UNIVERSITY GRADUATES SHOULD BE SYSTEMATICALLY RECRUITED BY THE LARGER LOCAL AUTHORITIES, AND THERE SHOULD BE CENTRAL MACHINERY FOR THE SELECTION OF THIS TYPE OF CANDIDATE. COMPETITIVE EXAMINATION IS RECOMMENDED.

The representatives of local authorities who gave evidence before us did not consider that the increased recruitment of graduates is a practical proposition. Their objection was that even the largest authorities offer little scope, except to the officer with a technical qualification; and they did not appear to think that graduates could be expected to acquire the necessary qualifications after entry to the service. We suggest that the case for bringing graduates into the local government service is so strong that the practical difficulties must be overcome. Moreover, while we appreciate that the smaller local authorities have not sufficient scope for

graduates without either a technical qualification or previous experience, the larger authorities, employing some hundreds of officers, should in fact have no difficulty in placing a small number of untrained graduates.

We recommend that the larger local authorities should make arrangements for introducing graduates with no technical qualifications into the ordinary staff of the office. We think it neither necessary nor desirable that they should be placed on a privileged grade. They must, however, have a reasonable opportunity of rising to the highest positions if they prove suitable. In due course it must be made possible for men and women of proved ability to sit for any technical examination necessary for promotion. The initial salary is also a problem. Authorities will have to pay for the qualification as a graduate, notwithstanding that it is not a technical qualification. This will be a matter for adjustment, regard being had to the salaries paid in comparable employments.

We believe that if local authorities are to attract the ablest graduates they should pool their requirements, and arrange some central machinery for selection, not unlike the higher division examination for the civil service. The London County Council have recently arranged with the Civil Service Commission to take one graduate a year from this examination, subject to their right to reject any candidate considered unsuitable. As we have already said, competitive examination is, in our view, the best method of choosing among candidates of this kind, and we think that other local authorities would find themselves well served if they would make similar arrangements with the Civil Service Commission. We contemplate that ultimately arrangements will be made through the suggested central committee of local authorities. This committee will be in a position to co-ordinate the requirements of different local authorities, to confer with the appointments boards, and to advise authorities of the graduates available. We are confident that some such arrangement will go far towards securing that graduate candidates for the local government service are of the right type.

(12) IN RECRUITING THEIR PROFESSIONAL AND TECHNICAL OFFICERS, LOCAL AUTHORITIES SHOULD LOOK TO ALL AVAILABLE SOURCES WHETHER INSIDE OR OUTSIDE THE SERVICE.

There is advantage in bringing into the service suitable professional and technical officers who have been trained in private practice. The introduction of persons with a different experience and different outlook can hardly fail to have a stimulating effect. In some cases, too, a better technical training can be had in a private than in a public office. On the other hand, a sound training in the various branches of local government is available in many municipal and county offices (together with some advantages which the private office cannot give), and it is important that junior officers should have opportunities of qualifying for promotion. Wherever facilities are sufficient local authorities should make it possible for the most promising of their junior officers to obtain any necessary technical qualifications. We conclude, therefore, that in recruiting their professional and technical officers, local authorities should look to all available sources, and be prepared to take the best qualified man or woman whether from inside the service or from outside.

(13) NO PREMIUM SHOULD BE REQUIRED FROM PUPILS ARTICLED TO OFFICERS; AND THE SELECTION OF PUPILS BY OFFICERS SHOULD BE SUBJECT TO THE AUTHORITY'S APPROVAL.

So long as the service of articles remains a necessary or usual part of the training for

admission to professions within the scope of local government, the principal officers concerned will, we hope, continue to take pupils wherever the office provides adequate facilities. We recommend, however, that the taking of pupils by officers should be permitted only subject to the following rules:—

(i) No premiums should be required. (Where necessary the terms of appointment should be amended.) Pupils should be selected (whether from inside or from outside the office) solely according to their merits. In proper cases, local authorities should make it clear to their officers, when appointing them, that, although no fees will be permitted, it is expected that they will take pupils.

(ii) The selection of the pupil by the principal officer should be subject to the authority's approval. This arrangement will maintain the authority's control over the recruitment and promotion of their staff, while not impairing the principal's responsibility to his profession.

(14) THE ESSENTIAL QUALIFICATION OF A CLERK IS ADMINISTRATIVE ABILITY; A LEGAL QUALIFICATION MAY BE CONVENIENT, BUT SHOULD NOT BE INSISTED ON TO THE EXCLUSION OF PERSONS OF PROVED ADMINISTRATIVE ABILITY WHO DO NOT POSSESS THE QUALIFICATION. TO SECURE THAT SUFFICIENT OFFICERS OF ADMINISTRATIVE ABILITY ARE AVAILABLE, LOCAL AUTHORITIES SHOULD BROADEN THE BASIS OF RECRUITMENT, PROVIDE TRAINING IN ADMINISTRATION FOR JUNIOR OFFICERS, AND ENCOURAGE THE STUDY OF THE PRINCIPLES OF ADMINISTRATION.

The essential qualification of the clerk is administrative ability. He should be a person of broad and constructive outlook, interested in the wider issues of local government, skilled in negotiation. And he should ordinarily have had experience of administrative work. We think that too much importance should not be attached to the legal qualification. We recognise its practical convenience, but we do not consider it essential where the clerk's administrative duties are sufficiently heavy to occupy practically his whole attention, and a legal staff is employed. And insistence on a legal qualification has the disadvantage that it excludes from the principal positions in local government persons of high administrative ability whose experience has been gained in other work. This disadvantage is, to our mind, serious, for high administrative ability is not plentiful. We cannot agree, therefore, that a legal qualification should always be a condition of appointment as clerk to a local authority, particularly to a large local authority. Small and medium-sized authorities are no doubt well advised to prefer candidates possessing legal qualifications, but we think that it would be regrettable if any local authority, otherwise provided with adequate legal assistance, were to refrain from appointing as clerk a person of proved administrative ability, simply because he was not a solicitor or a barrister.

(15) NO RADICAL CHANGE IN THE EXISTING SYSTEM OF REQUIRING PRINCIPAL OFFICERS TO POSSESS TECHNICAL QUALIFICATIONS IS SUGGESTED, BUT MORE ATTENTION SHOULD BE PAID TO ADMINISTRATIVE ABILITY AND EXPERIENCE.

We suggest, that the larger local authorities should not always take it for granted that the principal officers must necessarily be technically qualified (except, of course, where the qualification is required by law) or that officers well qualified technically are equally capable in administration. We are of opinion that in the past local authorities have not laid sufficient stress on the administrative qualifications. They should go carefully into the administrative record of candidates for major appointments, and they should arrange that junior professional

HADOW REPORT (Continued)

TRAINING AND PROMOTION

GRADING SCHEMES AND SALARY SCALES: UNIVERSAL SUPERANNUATION
RECOMMENDED: EXAMINATION BARS TO PROMOTION

and technical officers have reasonable opportunities of developing administrative ability. This is worth some inconvenience. A chief officer who has been trained to look all round every question that arises is likely to run a department at substantially less cost than one whose main concern has always been with purely technical issues.

(16) LARGE AUTHORITIES MIGHT CONSIDER THE APPOINTMENT OF RESPONSIBLE ADMINISTRATIVE ASSISTANTS TO THE PRINCIPAL OFFICERS.

An interesting line of experiment lies in the appointment of senior, though subordinate, lay administrative officers in the large employing departments where the principal officer is ordinarily technically qualified, but the administrative work is heavy. This has been tried recently in some public health departments. The lay administrative officers have, we understand, been made responsible for the supervision of expenditure in connection with the hospitals and institutions, and generally for the secretarial side of the work. There are possibilities of improved administrative practice and of substantial economies by the appointment of officers of this kind, and the question merits the attention of large authorities.

(17) EVERY LOCAL AUTHORITY SHOULD ADOPT A SCHEME OF GRADING AND SALARY SCALES. THE GRADES OF DIFFERENT AUTHORITIES SHOULD AS FAR AS POSSIBLE BE COMPARABLE.

Definite prospects cannot fail to have a beneficial effect on recruitment; while in the absence of fixed scales there is a risk that the members of local authorities will be exposed to pressure to increase the salaries of individual officers. Local authorities will find, moreover, that a scheme of grading facilitates systematic arrangements for training and promotion. Only where scales are general can the staff be readily interchangeable.

We should like to see broadly similar staff grades in force throughout the local government service. This would knit the service together in a way calculated to increase its attractiveness to recruits, and to facilitate the movement of officers between authorities. We recognise that there must be local variations due to the different sizes and functions of local authorities, but apart from this difficulty we see no reason why the grades of different authorities should not, at any rate, be comparable. This has already been achieved to some extent, especially in the areas of the three Provincial Whitley Councils.

(18) SELECTED CLERICAL OFFICERS SHOULD BE GIVEN EXPERIENCE OF DIFFERENT DEPARTMENTS. FREER MOVEMENT OF CLERICAL OFFICERS BETWEEN DIFFERENT AUTHORITIES IS ALSO DESIRABLE, AND SENIOR CLERICAL VACANCIES SHOULD ORDINARILY BE ADVERTISED. UNIVERSAL SUPERANNUATION SCHEMES ARE REQUIRED.

There would be advantage if local authorities advertised vacancies for senior non-technical officers more freely. The circulation of young professional and technical officers has, we are satisfied, been in the best interests of the service. The recommendation made to us by the National Association of Local Government Officers is "that vacancies in all posts wherever possible should be filled from within the service of the authority; but where it is not possible adequately to fill a vacancy by such means, the position should be publicly advertised." We think that promotion from within is over emphasised in this recommendation. There is no reason why, in proper cases, candidates within the office should not be required to compete with candidates from outside for the senior positions, and the effect on the clerical

grade as a whole could not fail to be stimulating. It may happen, of course, that the authority already have an officer in their service who clearly merits promotion to the vacant position, but, except where this is the case, we recommend that all senior appointments (appointments carrying salaries large enough to warrant inviting applications from other districts) should be advertised.

It has to be recognised that the absence of a superannuation scheme in some areas is an obstacle to the free movement of officers between authorities. Compulsory superannuation for officers was recommended by the Departmental Committee on the Superannuation of Local Government Officers (1928). In our view this is essential to the welfare of the service, and we hope that the Committee's recommendations will be carried out at the earliest opportunity.

(19) LOCAL AUTHORITIES SHOULD REQUIRE JUNIOR OFFICERS TO PASS A QUALIFYING EXAMINATION BEFORE THEY WILL BE CONSIDERED ELIGIBLE FOR PROMOTION FROM THE GENERAL GRADE.

On the whole, we are of opinion that local authorities would benefit if they required their junior officers to pass a qualifying examination as a condition of promotion beyond a certain point. There will be cases, no doubt, in which it is not practicable to insist on a recognised standard in all candidates for promotion to the senior posts, and we should not wish an obviously able officer to be debarred from promotion simply because he had not passed an examination. Such cases should, however, be regarded as exceptional. If our recommendation that comparable staff grades should be established throughout the service is accepted, it should be possible to place the bar at a corresponding point in all local authorities. The point taken should be fairly low. Candidates for high technical appointments are ordinarily required to hold the appropriate technical qualification; while in candidates for high administrative appointments experience and personal record are more important than examination results. We have in mind for the general qualifying examination, examinations of "intermediate" standard. In the local authorities where grading schemes are in force there is ordinarily a general grade for clerical officers from entry at sixteen to a point somewhere in the twenties, say twenty-five. We suggest that success in a qualifying examination should be expected of officers in this general grade, before they are considered eligible for transfer to any other grade which is in a line for promotion to responsible administrative positions.

(20) THE EXAMINATIONS QUALIFYING OFFICERS FOR PROMOTION FROM THE GENERAL GRADE SHOULD BE EITHER THE FIRST PART OF A RECOGNISED TECHNICAL EXAMINATION OR AN ADMINISTRATIVE EXAMINATION. LOCAL AUTHORITIES SHOULD COMBINE TO SECURE THAT AN ADMINISTRATIVE EXAMINATION OF SUITABLE STANDARD IS AVAILABLE.

Our proposal as far as technical examinations are concerned is that local authorities should utilise more systematically the existing examinations. The full technical qualification is ordinarily required as a condition of promotion to certain of the higher posts, but we would suggest that in proper cases—that is where the officer definitely proposes to become a professional or technical officer—the passing of the first part of the appropriate technical examination should be a condition of promotion from the general grade. . . . It appears that an examination has to be devised. We should like to see for the general clerical grade an examination on the lines of the diplomas of public administration, but of a less

advanced standard; a standard more suited to candidates whose school education ended with the school certificate, and who will be mainly, if not entirely, dependent on evening reading. We do not propose to make detailed suggestions for this examination ourselves, as these, we think, must be worked out in discussion between the representatives of local authorities through the suggested central committee. We should, however, make it clear that we contemplate only one stage in this examination. Officers wishing to take a more advanced course should study for one of the existing diplomas or degrees.

(21) PRINCIPAL OFFICERS SHOULD KEEP RECORDS OF THE PROGRESS OF ALL OFFICERS IN THEIR DEPARTMENT, AND THESE RECORDS SHOULD BE REFERRED TO THE APPROPRIATE COMMITTEE IF THE OFFICER IS EITHER UNUSUALLY PROMISING OR NOT UP TO STANDARD.

The principal officers of departments should be expected to keep in touch with the progress of individual officers. They should see that records are kept (including details of examination successes) for their own information and for reference to the appropriate committee when required. Some public authorities have found efficiency ratings (that is to say records of proved qualities rather than of qualifications) helpful in estimating the merits of officers, and the attention of local authorities is directed to the experiments which have been made with these. The important point is, however, that reports or ratings should neither be allowed to degenerate into mere formalities, nor be pigeon-holed without any attention being given to them. We suggest that in every case in which reports show that an officer is unusually promising, and in every case in which they show that he is not altogether up to standard, they should be expressly referred to the appropriate committee for information, and for any necessary action.

(22) GRANTS OR INCREMENTS MIGHT BE MADE TO OFFICERS OBTAINING APPROVED QUALIFICATIONS. GRANTS MIGHT ALSO BE MADE TO EDUCATIONAL INSTITUTIONS PROVIDING APPROVED COURSES, ON CONDITION THAT SELECTED OFFICERS ARE ALLOWED TO ATTEND. SPECIAL LEAVE SHOULD BE GRANTED IN EXCEPTIONAL CASES.

The case for offering grants or increments is that local authorities benefit by the improvement in their officers due to the course of study; and that not only ought they to pay for the improvement, but as promotion is limited, there is not sufficient incentive to their officers to sit for the examinations unless some financial award is promised. Against this view it may be said that the incentive to study for examinations should be the student's determination to develop his powers and his interest in the study, and that unless an officer is willing to undertake a course of reading without artificial incentive, it is probably not worth his employer's while to induce him to do so. We are certainly convinced that there is nothing whatever to be said for offering financial inducement to sit for examinations regardless of results, although promising juniors who are unable to meet the fees for tuition and examination might be assisted by way of loan. On the whole, we think that local authorities might consider making grants or increments to officers who by obtaining a qualification approved by the authority increase the value of their services.

(23) TECHNICAL QUALIFICATIONS: SEVERAL QUESTIONS ARISE AND A THOROUGH INVESTIGATION IS REQUIRED. THE INVESTIGATION SHOULD BE CARRIED OUT BY A CENTRAL BODY, REPRESENTATIVE OF LOCAL AUTHORITIES.

We have not investigated technical qualifications in detail. It will be appreciated from

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ADVISORY COMMITTEE

STANDING BODY TO SUPERVISE QUESTIONS
AFFECTING OFFICERS

what we have said that the investigation would be lengthy, and that expert assistance would be needed. But we are satisfied that the time has come when a thorough investigation is required. The questions we have outlined raise issues of major importance. Moreover, it appears to us that local authorities are in need of some continuous direction and advice. As local government develops, existing qualifications must be reviewed, and, perhaps, new qualifications devised. As local government areas are adjusted, a greater uniformity of standard can be achieved. We suggest the appointment of a permanent central body, composed of representatives of local authorities, whose business should be to advise local authorities at any time on matters affecting the local government service. We think it would be appropriate that the questions arising on technical qualifications should be referred to this body.

(24) ALL QUESTIONS AFFECTING THE RECRUITMENT, QUALIFICATIONS, TRAINING AND PROMOTION OF OFFICERS, SHOULD BE ASSIGNED TO A CENTRAL COMMITTEE IN EVERY LOCAL AUTHORITY.

These are matters requiring more thought than the majority of local authorities have hitherto given to them, and we see no prospect of adequate consideration unless responsibility is definitely assigned. Further, the alternative method of leaving to each employing committee the control of its own staff has the obvious disadvantage that the employing committees are not in a position to review the whole of the establishment, and cannot be expected, therefore, to take the comprehensive view of the authority's requirements essential for systematic organisation.

In the smaller local authorities it may be convenient that matters relating to staff should be referred to the general purposes committee or the finance committee. In the larger authorities, however, a committee should be directly constituted for this purpose.

(25) THE PRINCIPAL NEED OF THE SERVICE IS A STANDING BODY CHARGED WITH THE SUPERVISION OF ALL QUESTIONS AFFECTING OFFICERS. THE ASSOCIATIONS OF LOCAL AUTHORITIES AND THE LONDON COUNTY COUNCIL SHOULD COMBINE TO APPOINT A STANDING COMMITTEE FOR THIS PURPOSE.

The establishment of a central advisory committee is the chief of our recommendations. The more far-reaching of our proposals are closely bound up with it, and we feel that substantial progress depends on the setting up of such a body. Quite apart from individual recommendations, we regard the absence of a central organisation as one of the most serious defects in the existing system. It is absurdly wasteful that there should be no one body empowered to supply information regarding entry to the local government service, no one body to which suggestions, representations, criticisms can be made. Representatives of schools and universities have told us that they have known able young men who might have done well in local government, but who have been diverted to other channels simply because they did not know how to enter the service of local authorities. Nor is this all. Excellent work has been done by individual local authorities in the recruitment and training of their officers, but the value of this work is dispersed through the lack of machinery for passing on the results to other local authorities. A central service of informed advice would be invaluable. Local authorities would find it useful to compare the practice of the civil service, of large business firms, of other countries, in the management of staff, and this would naturally be done by a central committee. We have no hesitation in

saying that a central advisory body would provide one of the most effective means of securing an improved service.

The committee should be composed of representatives of all types of local authorities. We suggest that it should be a standing joint committee of the associations of local authorities and of the London County Council. We think that it should contain a representative of the Ministry of Health, and that it would be reasonable for the Minister to provide it with a secretary. It would be of advantage also that the committee should contain some representatives of local government officers and of educational bodies, or should, at any rate, have systematic arrangements for consultation with them. These are, however, matters to be determined by the associations and the London County Council when constituting the committee; or, better still, by the committee of local authority representatives when constituted.

LOCAL GOVERNMENT ACT, 1933

THE LOCAL GOVERNMENT ACT, 1933. By G. E. Hart, solicitor, one of the Revising Editors of Halsbury's Statutes of England and of Local Government Law and Administration in England and Wales. (Butterworth and Co. 21s. net.)

This book on the Local Government Act certainly affords a means by which officers of local authorities may become quickly and easily acquainted with one of the largest consolidation Acts of recent years. The new Act embraces all the law relating to the constitution and general functions of county councils, borough councils, urban and rural district councils, parish councils, and parish meetings. It contains 308 sections, with 11 long schedules, and wholly repeals 48 Acts and partially repeals 176 other Acts.

The principal statutes dealing with the constitution of local authorities and their general powers were the Public Health Act, 1875, the Municipal Corporations Act, 1882, the Local Government Act, 1888, and the Local Government Act, 1894. Throughout the book there are excellent notes indicating the provisions of these and other Acts which have now been replaced, and in Part III the old law and the new law have been so keyed together as to enable the new Act to be fully appreciated. Special attention is drawn to any amendments and references to other statutes, and cases are included in the annotations whenever further explanation is required.

There is an exhaustive index, and the book should prove an essential reference work for general use.—J. S.

LATEST H.M.V. RECORDINGS

Some fine works have recently been recorded by the H.M.V. Co., probably the outstanding of these being "If My Mother only knew," sung by Gigli, and "Forbidden Music" (DB 1585). The force and brilliance of Gigli's high notes are remarkable, and there is a wonderful breath control. Radio listeners who wish to hear again the delightful melodies of Bach's "Suite No. 3 in D Major" played by the B.B.C. Symphony Orchestra can do so through the medium of H.M.V. DB 1963-5. On B 8105 Peter Dawson sings "England" and "Glory of the Motherland," both representative of the stirring singing of England's popular bass-baritone.

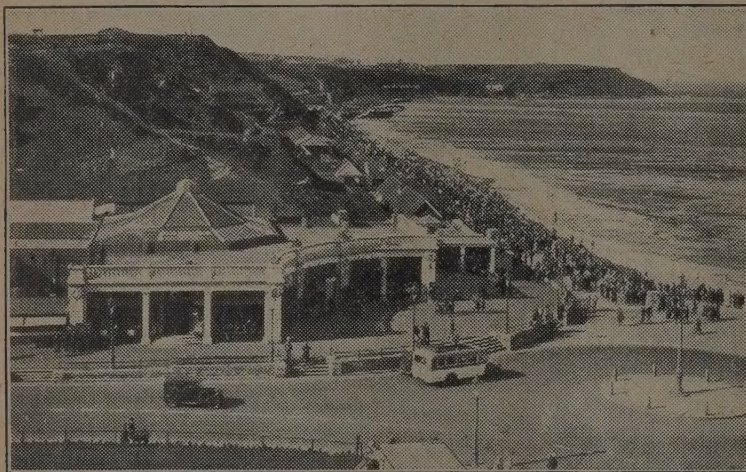
SCARBOROUGH

WHERE THE ANNUAL CONFERENCE WILL BE
HELD AT WHITSUN

SOMETHING of the beauty of the Yorkshire coast will already be known to many Nalgoites who last year benefited from the health-giving qualities of the invigorating air at the Cayton Bay Holiday Centre. With such a foretaste of the attractions to be found there, this year's annual conference at Scarborough will be anticipated with particular pleasure. Viewed from the aspect of a conference town, Scarborough has undoubtedly much to commend it, but perhaps the most striking is the bracing

latter, are laid out in an entrancing series of gardens and leaf-sheltered walks.

Among the many attractions which municipal enterprise has provided for Scarborough, the open-air theatre, created a couple of seasons ago, takes pride of place. "I doubt whether anything of the kind has ever before been seen in England," was the opinion of Sir Maurice Jenks, then Lord Mayor of London, on the occasion of the "first night" production of *Merrie England*, following the State opening of



Scarborough: A View of the famous North Bay

air from the moors, combined with the ozone of the seaside, which literally "makes work a pleasure." During those spells of heat which come so suddenly upon us, the wonderful climate of Scarborough provides a stimulant which counteracts the effects of the sudden change.

A Centre of Fashion

As a holiday centre, Scarborough acknowledges no peer at home or abroad. The loveliness of the town's situation, coupled with the completeness of its fare, cannot be exaggerated. The magnificent Spa, the centre of social life and fashion for 300 years, has a splendid setting in the spacious curve of the south bay—Scarborough possesses two bays divided by the Scaur, a peninsula 300 ft. high. Golden sands set against a background of tall, grey cliffs, well covered with gardens and trees, create a delightful impression. A gem of horticultural achievement is the Italian Gardens, to be found in the undercliff of the south bay, while Peasholm Park, on the north side, is naturally picturesque.

A town so generously endowed by nature could scarcely be without beauties of surrounding country. The numerous promontories, great cliffs and valleys, which form the splendid series of coastal inlets between Flamborough Head and Whitby, are the outcropping of the magnificent terrain of this part of Yorkshire—its great rolling hills, heather-clad moors and rich gorges. Of all this beauty Scarborough is the geographical centre-piece. It is one of these promontories, almost an island and crowned by a great Norman Castle, which gives the town its unique sea frontage. At the base of the cliffs is the splendid tidal bathing pool with its terraces and café.

About half way to the White Nab, where there is a valley-like recess in the cliffs, are the charming Holbeck Gardens. From this point the whole of the undercliffs of what is known as the South Cliff, as well as the heights of the

theatre. A picturesque island in the lake of the North Bay Pleasure Gardens is the centre of a huge natural amphitheatre and is a completely-equipped stage. Permanent buildings of period design form stage "sets" and "wings" and conceal dressing rooms for 250 actors, while sunken communicating passages permit of "entrances" at any desired point. Over 5,000 permanent seats on a natural embankment, separated from the stage by a canal-like section of the lake, form the auditorium, and the "backcloth" is the natural one presented by the steeply sloping hill and belts of trees and skyline on the farther side of the lake.

Historical Associations

For those delegates interested in historical associations, there is subject matter in plenty. The antiquary will find the ancient castle rich in relics of the past, as also the old parish church, and he will have pleasure in inspecting the quaint courts and houses of the old town, and the Museum's store of British and Roman remains. The geologist may explore a long stretch of cliffs which abound with fossils. A peep into the harbour, with its diversity of craft, will reward the sightseer. Apart from such pastimes as bathing and various sports, sea fishing—Scarborough is famous for its "big game" sport—and angling in rippling streams and quiet meres may be indulged in. Such, then, is the happy vista which opens out before the delegates to the annual conference at Whitsuntide.

Mr. F. R. Gray, Borough Surveyor of Bideford, was elected president at the annual meeting of the North Devon Branch. The members of the branch congratulated Mr. F. C. Backway, Borough Accountant, Bideford, a former president of the branch, on his appointment as Town Clerk of that town.

JOHNSONIA

Although he is the subject of the greatest biography in the English language, Dr. Johnson is continually inspiring other writers to add to the existing store of knowledge about him; and the curious thing is that, however much one may like Boswell, one never tires of reading these subsequent biographies.

Johnson's Early Life

Mr. Hugh Kingsmill has written an admirable book, "Samuel Johnson" (Arthur Barker, Ltd., ros.). Although he has used Boswell frequently (and what writer of Johnson could possibly avoid doing so?), he has contributed a great deal of supplementary information which is not to be found in Boswell, particularly about Johnson's parents, his life at school and at Oxford, and his marriage. Mr. Kingsmill makes a masterly analysis of Boswell's "Life" and shows how it is responsible for the idea of Johnson as a kind of John Bull, who was born at the age of 60 and spent all his time roaring down everyone who dared to criticise the established order in politics, morals and religion. After reading this extremely well-written study we feel more and more convinced of the essential greatness of Johnson, of his encyclopaedic knowledge and of his profoundly original turn of mind.

Mrs. Johnson

Two anecdotes in the chapter on Johnson's marriage show that his wife had a pungency of expression and a gift of repartee which were almost equal to those of Johnson himself. Johnson used to recall with pleasure how, impatient at his constant complaints over the meals she served up, she once interrupted his grace with "Nay, hold, Mr. Johnson, and do not make a farce of thanking God for a dinner which, in a few minutes, you will protest not eatable." Even better was her reply (for which Anna Seward and not Boswell is the authority) to Johnson's confession of his disadvantages when he proposed to her: Johnson, Anna relates, was taken to task by his mother when he broke it to her that he wished to marry a widow almost twice his age. Mrs. Johnson, having pointed out that his prospective bride was old, and of extravagant habits, and that he himself was young, poor, and as yet incapable of earning a living, Johnson retorted: "Mother, I have not deceived Mrs. Porter; I have told her the worst of me; that I am of mean extraction; that I have no money; and that I have had an uncle hanged. She replied that she valued no one more or less for his descent; that she had no more money than myself; and that, though she had not had a relation hanged, she had fifty who deserved hanging."

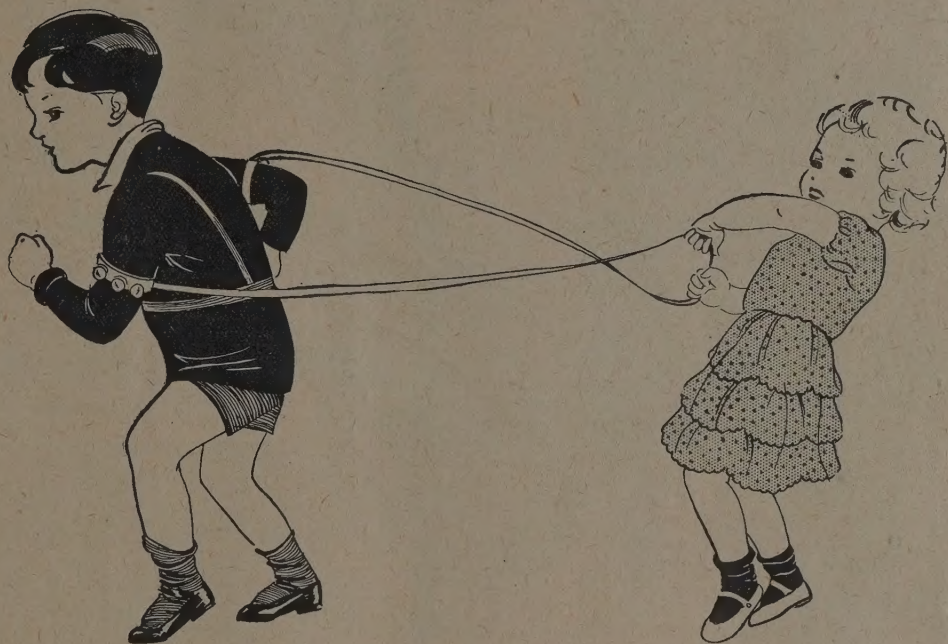
The Irrepressible Boswell

Mr. Kingsmill is to be congratulated on his success in presenting a remarkably complete picture of Johnson—his early struggles, his eccentricities, his vicious laziness and his profound melancholia, his relations with Mr. and Mrs. Thrale and, of course, his constant encounters in the latter part of his life with the irrepressible Boswell. (It is difficult to realise from reading Boswell's "Life" that when Boswell first met Johnson he was 23 and Johnson 54.)

It is a truism, of course, to say that but for Boswell, Johnson would be little known and certainly hardly ever read. In fact, there are few greater contrasts than that between the brilliance of Dr. Johnson's speech and the dullness of his writings.

It is to Boswell that we owe, together with hundreds of other famous remarks which, but for him, would have been lost in oblivion, the saying of Goldsmith which, perhaps, sums up Johnson's character better than any other: "Johnson, to be sure, has a roughness of manner; but no man alive has a more tender heart. He has nothing of the bear but his skin."—C. K. W.

JACK AND BETTY



JACK IS 4 YEARS OLD AND BETTY 3 YEARS OLD. AS IT WILL BE MANY YEARS BEFORE THEY ARE ABLE TO FEND FOR THEMSELVES THEIR FATHER HAS DONE HIS UTMOST TO PROTECT THEM IN THE EVENT OF HIS DEATH BY TAKING UP A

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B. & O. BEANO

OPEN LETTER TO BRANCH SECRETARIES

URGENT AND IMPORTANT

DEAR MR. SECRETARY,

You will receive early in March a number of copies of "Beano," the magazine issued as this year's special effort for the B. & O. Fund.

We shall send approximately one copy to every three members of your branch for sale at one shilling per copy.

This first consignment is intended to enable you and your members to judge the magazine and to estimate your further requirements. We are confident that all your members will desire copies of "Beano."

May we appeal for your active co-operation and draw your attention to the following points:—

1. The whole of the profits on every copy of "Beano" sold to your branch will be credited to your branch's B. & O. contribution and, if desired, added to your conference purse.

We estimate a profit of at least 7d. a copy on the first edition, and if a further edition is called for the profit will be substantially greater.

See that a second edition is required as soon as possible—it will be to your branch's advantage.

2. We wish to dispel the idea that "Beano" is merely an excuse for taking shillings from your members. It is not a "dud" publication, but will be well produced, and its contents will contain clever humorous drawings, articles, and miscellaneous contributions. The most discriminating of your friends will enjoy "Beano."

3. Every purchaser of the copies of the first edition of "Beano" will be eligible to share in a gift scheme.

The gifts include one to the value of not less than £20, free holidays at hotels and N.A.L.G.O. holiday camps, and useful and valuable articles.

Full details of the list of gifts and the conditions will be given in "Beano." The first edition will soon be exhausted, and members should ensure participating in the gift distribution by ordering copies immediately.

4. Will you use your influence and let us have your branch's repeat orders as soon as possible? It is essential that all returns for sales should be closed by April 30, 1934.

Ask your members to buy copies and make a second printing necessary.

We are well aware of the many calls upon your time and energy, but it is with confidence in your interest for a worthy cause that we ask you to support this effort on behalf of the B. & O.

May every member of your branch purchase a "Beano" and thus show a substantial contribution to the fund.

Yours sincerely,

W. H. SMETTEM,

The Hon. Editor.

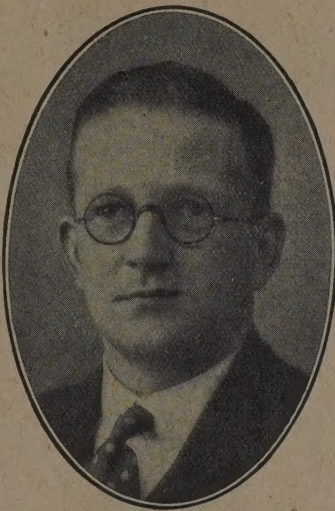
If there is any point upon which you would like further information, please write to: The Hon. Editor, B. & O. Beano, Town Hall, Scarborough.

All officers formerly in the service of the late Camberwell or Southwark Guardians, London, or any officers who have been associated with area VIII, are cordially invited to attend the area staff dinner and social, to be held at the Bridge House Hotel, London Bridge, S.E.1, on March 16, at 6.45 p.m. Tickets (6s. 6d. each) and further particulars will be forwarded upon application to the Hon. Social Secretary, Mr. W. W. Cooper, Public Assistance Local Sub-Office, 51 Ufford Street, Blackfriars Road, S.E.1.

OFFICIAL AND PERSONAL

HONOUR FOR CAMBRIDGESHIRE OFFICER: PASSING OF DISTINGUISHED MEMBERS: NEW APPOINTMENTS

MR. HENRY MORRIS, Education Secretary for Cambridgeshire, has gone to the United States of America, at the request of the Federal Government, to give advice on the carrying out of a scheme for Rural Community Planning. The scheme, which is now proceeding, is costing twenty-five million dollars.



MR. A. C. FOX,
New Town Clerk of Barnes

The death took place on January 16 of Mr. Harry J. Baker, first Town Clerk of the Borough of Heston and Isleworth and for twenty-nine years previously Clerk to the former Heston and Isleworth Urban District Council. Mr. Baker retired from the position of Town Clerk on December 31, 1933, following a breakdown in health in consequence of the heavy work necessitated in connection with the Charter movement. He was granted leave of absence by the Council and recovered sufficiently to have the honour of being present in the capacity of Charter Town Clerk when the Charter was received from the Duke of Gloucester on October 3, 1932.

At the first meeting of the Borough Council in November, 1932, he was appointed Town Clerk, but a few months later he suffered another breakdown and as there was no improvement in his health he retired on pension. On January 1 of this year he was succeeded by Mr. Harold Swann (Deputy Town Clerk of Hastings).

Mr. Baker had been a member of the local branch of N.A.L.G.O. since its inception in 1912, and had been President of the Branch for some years. He always took a great interest in the affairs of the Association. Mr. Baker's father, who is 93 years of age, is an Alderman of the Isle of Wight County Council and his brother is Clerk to Whitstable U.D.C.

Mr. T. Broughton Nowell, Deputy Town Clerk of Burton-upon-Trent, has been appointed as Town Clerk of Stafford. Mr. Nowell, who was formerly Assistant Solicitor at Bolton, went to Burton in the early part of 1931.

Mr. Fred Greenhalgh, Deputy Town Clerk of Heywood, whose death was briefly noted in the February issue of *Local Government Service*, had been in the local government service at Heywood for over 50 years, and was a former president of the local branch. He was a life

member of the Benevolent and Orphan Fund. Mr. Greenhalgh rendered useful service to Heywood outside his strictly official duties. When the public baths were opened, he was first secretary of the Grundy Swimming Club, of which he later became treasurer. He was an earnest helper in the movement initiated by the then Mayor which resulted in the appointment of the Heywood Crippled Children's Committee, and held the position of treasurer for 22 years. His fidelity and zeal in the discharge of his manifold duties earned for him the goodwill and respect of the townspeople.

Mr. John Beattie, Inspector of Schools under the Norwich Education Authority, has retired on superannuation. He had been engaged in the education service of Norwich altogether for 34 years, and was Inspector of Schools for more than 20 years. Since its early years, he had taken a prominent part in the affairs of the Norwich Branch, having served on the Executive Committee and as President in 1923-24. He was the recipient of a silver cigarette box from his colleagues in the Education office. The Secretary for Education, Mr. R. F. Betts, B.Sc., made the presentation, and expressed the wish of all present, that Mr. Beattie would have many years of happy retirement. Mr. Beattie has also been presented with a silver tea and coffee service, and a super-het "7" H.M.V. Radio set, subscribed for by nearly 500 school teachers of Norwich.

Mr. Charles Henry Huntley, F.I.M.T.A. A.S.A.A., A.C.I.S., Accountant to the Litherland Urban District Council, has been appointed Clerk and Accountant to the Urban District Council of Penrith, Cumberland. Mr. Huntley went to Litherland from Redcar in 1927. During the war he served 3½ years at home and abroad and was twice wounded. He is an elected member of the Executive Committee of the North Western Students' Society of the Institute of Municipal Treasurers and Accountants.

We are glad to record the appointment of the following officials of the Northampton Corporation: Mr. R. A. Winfield, Borough Engineer; Mr. F. W. Stapleton, Borough Accountant; and Mr. P. G. Martin, Chief Clerk in the Town Clerk's Department.

Mr. C. F. Fryer, Chief Cost Clerk in the Treasurer's Department of the Hayes and Harlington U.D.C., has been successful in passing the final examination of the Institute of Cost and Works Accountants. Mr. Fryer has previously held appointments with the West Suffolk C.C., the Ilford B.C., and the Wandsworth M.B.C.

Mr. A. E. Gilfillan, deputy Town Clerk of the County Borough of Barnsley, and Joint Hon. Secretary to the Barnsley and District Branch of the National Association of Local Government Officers for the past five years, has been appointed Deputy Town Clerk to the County Borough of Middlesbrough. Mr. Gilfillan was previously in the service of the Burnley and Kingston-upon-Thames Corporations. During Mr. Gilfillan's period of office in Barnsley he has been instrumental in bringing about the formation of a swimming club for N.A.L.G.O., and also instituted the annual dinner for members which has proved a great success.

Mr. K. Moss, a member of the staff of the Town Clerk's Office, Nottingham, for nearly five years, has been appointed Assistant Secretary of Worksoop College.

NOTES FOR READERS



By JONAS PRAPS

A LIVE story of Rome a few years before the Christian era is Jack Lindsay's "Rome for Sale" (Elkin Mathews, 8s. 6d.). The central theme is the ill-fated conspiracy of Catalina and there is a large amount of history in the book. There are many characters portrayed: Antonius in his early youth, Caesar, Cato, Sulpicius, and many others. The story is dramatically told in excellent language with graphic pictures of the life of the times. The author has a rather disconcerting habit of jumping from incident to incident, but, despite this, the narrative retains its hold upon the reader.

Sigrid Undset, the Norwegian writer, has established a reputation for the perfect delineation of characters, and "Ida Elisabeth" (Casell, 8s. 6d.) in no way detracts from it. Ida Elisabeth (the two names are always given together) represents the evergreen character of a woman marrying in haste—a boy and girl love affair—finding disillusionment and—well, one need not describe the story because it is quite subservient to the picture of the woman. Undset is adept at making the things of everyday life interesting in story form.

"Creation's Doom"

Visions of the end of the world have many times formed the theme of imaginative writings, a subject, for example, after the heart of H. G. Wells. Prophets, apparently false, have foretold its destruction on more than one occasion. But in "Creation's Doom" Desiderius Papp (Jarrolds, 12s. 6d.), a German writer, bases his view of the subject upon natural laws. He has endeavoured to "press to their logical conclusion the evolutionary ideas which the earth spirit has realized in the past in our planet." It is a fascinating study, ending in the explosion of the sun and the burning of the earth, but we may read it undisturbed as the end is not yet, not by a few million years.

Though primarily a record of encounters with tigers in the Assam province of India, "Mauled by a Tiger" also has chapters on experience in hunting the wild dog, leopard, elephant, etc., by A. W. Strachan (Moray Press, 12s. 6d.). It is a fascinating book of adventures: adventures which came to the writer rather than being sought by organised big-game hunting expeditions.

The collection of "Contemporary Essays, 1933," edited by Sylvia Norman (Elkin Mathews, 10s. 6d.), is good. The twelve essays are divided under four main headings, "The Country," "Books and Authors," "The Visionary Gleam," and "Sketches from Experience" the writers including Adrian Bell, Naomi Mitchison, James Laver and Edmund Blunden. In "The Last Squire," Bell, inspired by a visit to the village churchyard, draws a picture of Squire Park and of the village life under his sway. "Gubbins on Love," by Michael Roberts is delightful—the philosopher in the beer-house.

A Nautical Yarn

Imagine a powerfully built Irishman, with the traditional love of a scrap highly developed, the owner of a small trading vessel in the South Seas, and you may look for trouble and excitement. Moreover, you will find it in "Mad Mike" edited by George Goodchild (Chapman and Hall, 8s. 6d.). Mike makes a

night of it at Brisbane and the local hospital with the story is supposed to be the mate of the *Pearl*, and throughout there runs the story of his love for a native girl.

Tramp Across Canada

"Unharboured Heaths," by Katharine Götsch-Trevelyan (Selwyn and Blount, 8s. 6d.), is a book you may easily overlook. It is the simple unsophisticated record in semi-diary form of the daughter of Sir Charles Trevelyan, during her lone tramp across Canada. There are few thrills in the book but many delights. The lady has quite modern and original views on life, and her descriptive passages make pleasant reading.

"The Private Letter Books of Joseph Collett," edited by H. H. Dodwell (Longmans, 10s. 6d.), are very human documents. Collett flourished in the last quarter of the seventeenth and first quarter of the eighteenth centuries. The letters are principally those written to his family and friends from Madras from 1712 to 1720. In order to retrieve his lost fortune and repay his creditors he accepted the far from enviable position of Governor of Fort St. George. The letters are not only good specimens of the English of his day and descriptive of his activities, but are evidence of the seriousness of his character and endeavour.

The Irlam Branch held their first whist drive and dance on February 7, 138 persons being present. The Chairman of the Council—Mr. Councillor B. B. Neville and Mrs. Neville—were present as guests, together with other councillors and their wives. Dancing followed, and a very pleasant evening was spent.

pretty well fills cases. The

written by the mate of the *Pearl*, and throughout there runs the story of his love for a native girl.

NEW NOVELS

It is some years since Mr. Harold Bindloss made a Canada of his own in the realms of fiction. To that adventurous land we have been carried many times, and our latest flight thither is, perhaps, the happiest, in that it deals with "Sonalta Gold" (Ward, Lock, 7s. 6d. net.) Exploiters for wealth are sometimes unscrupulous, often amusing, generally good material in the making of a tale. The present specimens are no exception and on the ranch where he is prospecting owner Veith Ridley has a busy time with them. "He had not studied women," says Mr. Bindloss. Well, he had certainly a choice, even in that far away land and, whether of instinct or destiny, he found the best. Of course he would.

"Here's a picture, for you to take care of. Don't fall in love with the lady, as you are already forestalled. When you receive it . . . stick it among the valuables in the hotel safe. I'll explain the mystery when I see you." That, from his hero's confidentially intended letter, is as good an introduction as could be for Mr. Ben Bolt's new novel, "The Snapshot Mystery" (Ward, Lock, 7s. 6d. net.). Peter Winslowe was as good as his word, and his explanation is quite as satisfying as that in any other Ben Bolt story, whether it be "The Coil of Mystery," "The Subway Mystery," or what you would among a full score.

In brief, it comes to this: Winslowe of South Africa sets out for England. At Mar-seilles he goes ashore and soon finds himself in the least desirable part of that much-mixed city. He meets with his double who, needing a way of escape for his precious self, has Winslowe set upon by "toughs." Clothes are exchanged and Winslowe, unconscious, is passed into hospital by a name not his own. Eventually, in the pocket of his double's coat, he finds a photographic "snap" of a lady who, in appearance (later proved in reality), is a perfect peach. Then begins an adventurous pursuit and escapade for the said picture, upon the possession of which great things depend, including the lady herself. Who gets the prize is told in Ben Bolt's delightful manner, which few writers of thrill can equal.

The Blyth Branch held a very successful social evening on February 7. The party of about seventy indulged in whist and competitions. A supper was followed by a splendid entertainment given by the members of the "Tyneside Mummies" Concert Party.

Published by PITMAN

MUNICIPAL COST AND WORKS ACCOUNTS

By George A. Bryant, F.C.W.A., Cost and Works Accountant to the City Engineer's, Architect's, and Surveyor's Department, Norwich.

An important new book for municipal accountants and departmental officers. It shows by exhaustive description and illustration how mechanical accounting devices can be adopted by local authorities for coping with the large masses of figures and statistics necessary for the efficient handling and financing of all municipal operations. It is of the greatest possible use from the point of view of practical application. 132 pages. 10/6 net.

New Eighth Edition

THE LOCAL GOVERNMENT OF THE UNITED KINGDOM (& the Irish Free State)

By John J. Clarke, M.A., F.S.S., of Gray's Inn and the Northern Circuit, Barrister-at-Law.

The new eighth edition of a widely recognised standard work. It incorporates the legislation of the Parliamentary Session, 1932-33, including the provisions of the Town and Country Planning Act, 1932. Many other important alterations have been made, with the result that the book has been considerably enlarged and brought completely up to date. 852 pages. 12/6 net.

New Sixth Edition

OUTLINES OF CENTRAL GOVERNMENT

By John J. Clarke, M.A., F.S.S.

The revision and re-casting of the text to bring this well-known work up to date for the sixth edition has necessitated the addition of an extra fifty pages. It is of great service to the general reader and to all students preparing for the various examinations concerned with this subject. 330 pages. 5/- net.

Order from a bookseller or direct from

PITMAN · Parker Street · Kingsway · London, W.C.2

BOOK REVIEWS

"The Face of Paris"

As is the case with the companion volume "The Face of London," the first impression which Mr. Harold Clunn's book, "The Face of Paris" (Simpkin Marshall, Ltd., 7s. 6d.) creates, even on a superficial perusal, is: "How do they produce it for the money?" It is a large book containing over 400 pages and 64 pages of illustrations, beautifully produced and printed. Its object is to show the changes which have taken place in the Face of Paris since the great revolution of 1789 and to show how the Paris of that day, which was a veritable human ant-heap consisting of narrow overcrowded streets and dark insanitary courts and alleys, has been transformed into what is to-day, perhaps, the most beautiful city in the world.

The same method of description has been employed as was used in that equally fascinating book, "The Face of London"—that is to say, the book is divided into chapters dealing with fourteen walks and five drives, and the past history and present features of interest in the buildings and places comprised in each of them are admirably described.

For anyone who has been to Paris, or is going to Paris, or even wants to go to Paris, the book is a first-rate investment.

Incidentally, it would be particularly valuable to any delegates to the general assembly and conference of the International Union of Local Authorities which, as already announced in LOCAL GOVERNMENT SERVICE, is to be held at Lyons on July 19-22 this year. I understand that arrangements are being made for such delegates to spend one or two days in Paris.

—C. K. W.

Public Utilities

BRITISH PUBLIC UTILITIES AND NATIONAL DEVELOPMENT, by Marshall E. Dimock, Ph.D. (George Allen and Unwin, Ltd., Museum Street, London, W.C.2, 10s. 6d. net).

Some people hold the view that Englishmen are too reticent to discuss their own affairs, others that they are too lazy to attempt to advertise their achievements. Whichever view may be right or wrong, we certainly owe a big debt of gratitude to Professor Dimock, Associate Professor of Political Science, University of Chicago, for having produced such a wonderfully comprehensive documentation of what has been achieved and what is likely to be achieved in this country so far as the development of public utility services are concerned.

This is an analysis—the first of its kind—of the development, organisation, management, and control of British public service undertakings. The author deals with the economic, social, and political importance of the subject; considers the regulation of local utility services, the London Passenger Transport Board and the Port of London Authority. His principal chapters relate to national undertakings—rail and road competition, telegraphs and telephones, electricity planning, and the broadcasting monopoly.

The principal object of the book is to compare the relative merits of regulation, government management, and the public utility trust form of organisation. The study was conducted in the undertakings considered and with the co-operation of prominent utility officials. The book is popularly written—even Americanese creeps in here and there, particularly in the spelling of certain words—it is objective, but critical, and presents a programme and a philosophy for future discussion and guidance.

This book is one, in my opinion, for local government officers above all other classes. Future development in this country, as evidenced by section 46 of the Local Government Act, 1929, and the conclusions reached, for instance, by research workers in the social survey of Merseyside, will tend towards larger units of government, regional control, and the integration of the essential services into national public utility bodies. It is, therefore, essential

(Continued on page 423)

COMPLIMENTARY DINNER TO THE GENERAL SECRETARY

ARRANGEMENTS FOR THE FUNCTION ON MARCH 3

A VERY satisfactory response has been made to the President's invitation to the branches to contribute to the presentation to be made to Mr. Hill, the General Secretary, and to be

Association, for whose success Mr. Hill has done so much.

The Guests will include representatives of both Houses of Parliament, the Government Departments, and Authorities'

Associations. Lady Oxford and Asquith is amongst those who have accepted.

Only three toasts will be given—viz., "The King"; "Our Guest," Mr. Hill; and "Local Government." The President will be responsible for the first two, and in proposing the toast of the guest of the evening he will be supported by Sir Herbert E. Blain, C.B.E., who was Chairman of the inaugural meeting when the Association was formed in 1905, and Chairman of the National Council and a Vice-President when Mr. Hill was appointed in 1909; and also Dr. I. G. Gibbon, C.B., C.B.E., principal Assistant Secretary of the Ministry of Health.

The toast of "Local Government" will be entrusted to Dr. A. Wotherspoon, Senior Vice-President of N.A.L.G.O., Medical Officer of Health of Stoke-on-Trent, and it is anticipated that Lord Dickinson, P.C., K.B.E., and Mr. G. H.

Shakespeare, M.P., Parliamentary Secretary to the Ministry of Health, will respond.

A full report will appear in the April issue of the journal.



MR. L. HILL: A RECENT PORTRAIT OF THE GENERAL SECRETARY

represented at the complimentary dinner at the May Fair Hotel on March 3.

An attendance of at least 450 is expected, and the event will mark a notable stage in the development of our

MOTOR INSURANCE

The N.A.L.G.O. official Motor Insurance Brokers, Messrs. Norman Frizzell & Partners, Ltd., remind members that for a period of two or three months commencing in March all offices engaged in motor insurance are extremely busy. Members, therefore, will be rendering the brokers a very considerable service if they can arrange for early notification to be given of the renewal of their policies.

Those members whose policies are suspended for an indefinite period, and who intend to re-license their cars at the beginning of the March quarter, i.e., March 24, 1934, will also help very considerably if they will give instructions for reinstatement of their policies at the earliest possible moment.

FIFTY YEARS' SERVICE

Fifty years with the Scarborough Corporation is the record period of service of Mr. H. Richardson, water and streets engineer, who has retired. Mr. Richardson, a member of N.A.L.G.O., was an extremely popular official, as was indicated by the appreciative remarks of members of the staffs of the Cleansing and Streets Department and Waterworks Department when presentations were made to Mr. Richardson. On behalf of the staff of the Cleansing and Streets Department, Mr. Lush presented Mr. Richardson with an armchair and a writing table, and Mr. F. Lister, for the Waterworks Department, handed him an antique oaken table (Queen Anne period) and an illuminated address.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W. 1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: Victoria 8592 (6 lines).
Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch honorary secretaries from headquarters:—

Circular No. 9/Log./1934.

(a) Enclosing cheque in payment of collecting fees for life premiums and introduction fees due for new life assurances, and fire and householder's comprehensive insurances.

(b) Enclosing copy of new householder's and houseowner's comprehensive proposal form.

JANUARY 31, 1934

Circular No. 10/1934.

(To local correspondents of the Approved Society.)

Giving information on the subject of transference into the N.A.L.G.O. Approved Society.
Circular No. 11/1934.

(To local correspondents of the Approved Society.)

Regarding title to medical benefit of voluntary contributors.

FEBRUARY 5, 1934

Circular No. 13/1934.

Concerning the N.A.L.G.O. holiday centres and enclosing booklets and booking forms in connection therewith.

Circular No. 14/Gen./1934.

Regarding the furtherance of the campaign for the setting-up of Whitley Councils.

Circular No. 15/Con./1934.

Regarding nominations for the election of the National Executive Council, 1934-35.

Circular No. 16/Gen./1934.

Enclosing a copy of form of loose-leaf register of membership and stating that supplies are available to branches desirous of adopting the new register.

Circular No. 17/Ed./1934.

(a) Regarding appointment of new education secretary.

(b) Concerning the Summer School, and giving the subjects of the ten lectures.

(c) Regarding the essay competition in connection with the Summer School.

(d) Enclosing copy of revised examinations syllabus.

(e) Regarding the Scholarships Scheme.

Circular No. 18/Gen./1934.

(To branch secretaries, district committee secretaries, and secretaries of sectional and professional societies.)

Regarding the national minimum standards of scales of salaries and conditions of service for administrative, technical, professional, and clerical staffs.

FEBRUARY 9, 1934

Circular No. 19/Gen./1934.

(To the secretaries of county branches.)

Submitting a model scheme of organisation for county staffs and requesting the observations of the branches concerned.

(Continued at foot of column 2)

SCARBOROUGH CONFERENCE

1934

Dates to Remember

March 15.—Nominees for Election of N.E.C. may withdraw up to 5 p.m. on this date.

April 1.—Journal will contain Conference Agenda.

April 1.—Report of the N.E.C. to be issued to representatives with Agenda.

April 15.—Amendments to motions in Conference Agenda to be received at Headquarters by 5 p.m.

April 15.—Voting Papers for N.E.C. to be in hands of Branch Secretaries.

April 23.—Voting Papers for N.E.C. to be in hands of members.

May 1.—Voting Papers to be in hands of Secretary of District Committee.

May 1.—Journal will contain amendments to motions in Conference Agenda.

May 2.—Counting of votes for N.E.C. commences in each district.

May 5.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

May 5.—Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.

May 19.—Whit Saturday. First day of Conference Proceedings.

May 21.—Whit Monday (Bank Holiday). Second day of Conference Proceedings.

N.A.L.G.O. MEMBERSHIP

The membership of the Association at January 31, 1934, as ascertained for the purposes of allocation of representation to the respective Districts on the National Executive Council, was 74,619, an increase of 4,829, as compared with the corresponding date in 1933. The increase is one thousand in excess of the additional membership recorded during any one of the past 11 years (except 1930, when amalgamation with the National Poor Law Officers' Association took place). Every District shows an increase and the allocation of representation to the National Executive Council remains as in 1933.

IMPORTANT DATES

March 2 and 3.—Meetings of Committees of the N.E.C.

March 3.—Complimentary dinner to the General Secretary.

March 17.—Meeting of National Executive Council.

March 25.—Renewal premiums due on N.A.L.G.O. Household Insurance Comprehensive Bonus Policies.

March 30.—Holiday Camps at Croyde Bay and Cayton Bay open for the season.

April 1.—Last day for applying for admission to the N.A.L.G.O. Examinations in May.

HOLIDAY GUIDE

The 1934 edition of the N.A.L.G.O. Official Holiday Guide is now ready, and a specimen copy is being sent to each branch secretary. The addresses contained therein, have been thoroughly overhauled and many added; any unsatisfactory or doubtful addresses have been deleted. Members will observe that a section for holiday addresses in Ulster, Northern Ireland, has been added this year. A holiday at one of the association holiday centres is thoroughly recommended to all members for health, happiness and economy. Get a copy from your branch secretary, price 3d. per copy.

(Continued from column 1)

FEBRUARY 21, 1934

Circular No. 12/B.O./1934.

Regarding the appeal on behalf of the Benevolent and Orphan Fund made on October 25, 1933, and requesting branches to report, by return of post, on the steps taken in connection with the appeal.

SALARIES AND SERVICE CONDITIONS

NOTES BY THE ORGANISING SECRETARY

Salary Deductions

The following changes have been notified since the last issue of LOCAL GOVERNMENT SERVICE.

Deductions Terminated: County Councils of Kesteven (Lincs.), Monmouthshire and Derbyshire; Borough Councils of Bishop's Castle, Boston, Dover, Hartlepool, Loughborough and Wallsend; Urban District Councils of Malvern, Newport Pagnell, Rothbury and Spennymoor; Rural District Councils of Chipping Sodbury, Rothbury and Skipton.

The number of local authorities in England and Wales that have terminated deductions is now 335.

At the last meeting of the Yorkshire District Committee, reported on another page, it was stated that out of a total of 221 local authorities in Yorkshire only 20 were still operating the original scales of deductions, and it was hoped that this number would be considerably reduced within a few weeks.

Salaries Scales

The National Minimum Standards of Scales of Salaries and Conditions of Service, adopted by the National Executive Council on January 20 last, were circulated to branches on February 5, and are set out in another page in this issue.

Increases of salary for two officers, and new scale of salaries for the female staff, the latter following representations from the Association, have been adopted by the Scarborough Town Council. It is understood that the adoption of the new female scale has given fairly general satisfaction.

Negotiations are proceeding between representatives of the two sides to the Civil Service National Whitley Council for consolidated scales. The basic salaries plus cost of living bonus related to a cost of living figure of 50 points was stabilised from July 1, 1932, until April 1, 1934, by which latter date it was intended that consolidated rates should operate.

Service Conditions

As the result of an application by the Association, the Pontypridd Urban District Council have agreed to the setting up of a joint advisory committee, comprising five members of the Council and five representatives of the staff.

Superannuation

The following authorities have recently adopted the Local Government and Other Officers' Superannuation Act, 1922:—

Authority	Appointed Day
Ashington U.D.C.	
(Northumberland)	October 1, 1933
Haslemere U.D.C.	January 1, 1934
Henley U.D.C.	April 1, 1934
River Trent	
Catchment Board	"
York C.B.	"
*Rhondda U.D.C.	"
St. Mellon's R.D.C.	"

* Covers officers and workmen.

Actuarial reports are being obtained by the Merthyr Tydfil Corporation, the Mablethorpe and Sutton Urban District Council, and the Rural District Councils of Maldon and Worksop.

The subject is also under consideration by the Doncaster Town Council and the Felling U.D.C.

BRANCH TREASURERS PLEASE NOTE

Remittance of all moneys due to the Association, if not sent on February 28, according to rule, should be made to Headquarters forthwith.

Local Government Service

*Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.*

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

THE GENERAL SECRETARY

WITH this issue of the Journal, the Association celebrates an event of exceptional significance. Twenty-five years ago—on March 1, 1909, to be exact—Mr. L. Hill assumed the duties of General Secretary. As our readers are aware, his signal services to the Association in particular and to the advancement of the local government administration in general are to be suitably recognised when, on Saturday next (March 3), he will be entertained to dinner by a distinguished company representative of all branches of the public administration. The occasion serves as an opportune one to take a glimpse back over the road we have travelled during that eventful period, often with difficulty, sometimes with discouragement, but never without optimism. In a sense, Mr. Hill's completion of a quarter of a century in the pivotal position of the Association marks the end of the first phase of the development of N.A.L.G.O., and, indeed, of the Local Government service in its modern conception. In this connection it has not escaped notice that this event in the Association's history has, with singular appropriateness, coincided with the publication of the report of the Hadow Committee, representing, as it does, the first occasion on which the British Local Government Service has been made the subject of an official inquiry and, consequently, the opening of a new chapter in local government history.

The First Phase

With the first phase the name of Mr. Hill will be indissolubly linked. He certainly did not lack courage when he left the comparative security of the finance department of the Bolton Corporation to take control of the mere

stripling of an association. At that time, as Mr. Cecil G. Brown, the president, reminds us, the Association was very little more than an idea. Organisation among local government officers was not quite so respectable as it is to-day. Taking the service in the mass, it lacked any real organisation sense. Here and there throughout the country, it is true, a number of guilds existed; but there was a striking absence of effective cohesion, no efficiently organised point of contact, and a widespread reluctance, which seems comical to-day, to get rid of the parish pump barriers and realise the fundamental fact that the interests of local government officers are not circumscribed by the boundary posts of their local authority.

The Next Chapter

Fortunately, however, there were some men, among them Mr. Hill, who were thinking in advance of the times. They had the vision to realise that local government was on the threshold of a period of immense development. To them it was going, gradually but nevertheless surely, to acquire a new significance. With the growth of industrialisation and urbanisation, the complexity of administrative problems, and the likelihood of an ever-increasing volume of legislation affecting local administration, the reactions so far as the personnel of the service was concerned were crystal clear to the minds of Mr. Hill and his fellow-pioneers. That these developments have transpired is, of course, a matter of history. As we stand at the end of the first phase and seek to apply its lessons to the next chapter, we see the closer relationship between local administration and some of the most pressing economic and social problems with which the country is confronted. Local government officers are bound to be called upon to play an increasingly important part in measures for national planning and reconstruction. In many respects N.A.L.G.O.'s work can never be completed, but in its broader implications, though much has been accomplished during those twenty-five years, the Association's work is only in its infancy.

Twenty-Five Years' Progress

It is often said that the Association has made a meteoric advance to its present position of power and prestige. The statement is liable to be misunderstood. It is true that when Mr. Hill assumed the general secretaryship the Association could not boast office accommodation. It had a paltry £125 in the bank. The President reminds us, however, that it possessed a typewriter and a few sheets of notepaper. To-day the Association has a membership of 74,619 and invested funds exceeding £1,250,000. Altogether, it is a respectable achievement in the comparatively short period of a quarter of a century. With the wonderful growth of the various activities of the Association—its B. & O. Fund, Education department, Approved Society, Insurance

department, Building Society, Holiday Centres, and so on—readers are already familiar. The success of these widespread activities constitutes in itself, perhaps, an unprecedented achievement. But nothing has been done in a hurry. *Festina lente* has been Mr. Hill's policy. That is one reason for its success.

Every activity has been built upon a sound foundation; with each fresh step the ground has been thoroughly explored. It is no secret that every scheme which is in operation to-day originated in the mind of our general secretary, and behind every scheme has been a definite policy, which may not always have been apparent to the uninitiated. Recently we were asked why it was, judging by the latest records of the Registrar, that at a time when the membership of many vocational organisations has been falling rapidly—the total for the country is almost half what it was ten years ago—the membership of N.A.L.G.O. keeps consistently rising in a field which certainly has not been the most promising for organisational activity. There are, of course several reasons for this, but unquestionably one is the policy with which Mr. Hill set out twenty-five years ago and from which he has never deviated. The Association has had competition. It has been scurrilously attacked. But Mr. Hill has always refused to allow his attention to be diverted from the things that matter. Refusal to retaliate has never been a symptom of weakness, but a sign of strength.

Association's Achievements

Mr. Hill would, however, be the first to acknowledge that a big membership roll, a substantial balance sheet, and progressive subsidiary activities—tangible results though, of course, they are—cannot be regarded as the sole measure of the Association's success. There are other things even more vital. In the first place, there are the improvements in service conditions. If the Association had achieved nothing else than securing the Superannuation Act of 1922, it would have justified its existence. That measure was the first real progressive step in the establishment of the principle, which the Association has consistently urged, that the Local Government Service is national in character and importance. To-day no one would dispute the fact that local government occupies at least as important a place in the structure of the national life as that taken by central government. Again, the Association may rightly claim that it has materially assisted to influence the growing demand on the part of the public for a fuller knowledge of what local government really means. Altogether it is a welcome change from the times when the subject of local government was too often received with bleak and stolid indifference. In a general sense, local government has gained the confidence and respect of all classes of the community; so much of its work is now taken

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SALARIES AND SERVICE CONDITIONS

NATIONAL MINIMUM SCALES AND STANDARDS : PROGRAMME

APPROVED BY THE NATIONAL EXECUTIVE COUNCIL

THE existing standard of remuneration in the local government service (excepting London, Lancashire and Cheshire and the West Riding of Yorkshire, where Provincial Whitley Council recommendations have been promulgated) dates back to 1920, when the National Whitley Council published its scale of basic salaries to which the current civil service cost-of-living bonus was to be added. As the bonus system in the local government service has given place to consolidated rates, this standard, which has been of considerable value in the past, is now practically obsolete. Under these circumstances the National Executive Council considered it desirable to have a minimum national standard of salaries and conditions of service for issue in answer to inquiries and to form a basis for provincial and local negotiations. It is important to recognise that these scales and conditions will, in practice, be subject to the process of negotiations. They conform to standards which the association can substantiate in argument as reasonable, having in mind the personnel of the service.

Bearing these factors in mind, the National Executive Council formulated a salary programme which would be more likely to meet with acceptance by both local authorities and branches. This programme was remitted to district committees for their observations, which have been received and considered, as a result of which the National Executive Council approved the following programme at its meeting held on January 20, and which was issued to branches on February 5, 1934 :—

- (a) The qualifications and responsibilities of the officers;
 - (b) any recognised national standards of remuneration prevailing for sections of the service; and
 - (c) special circumstances relating to the geographical position or amenities of the local authorities.
- Under the larger local authorities it is recognised that additional grades will be required.

2. The scales do not apply to the technical staffs of Electricity Departments whose salaries and conditions are regulated by the National Joint Board of Employers and Members of Staffs (Electricity Supply Industry) or other officers whose rates of remuneration may be regulated by National Agreements.
3. Grade "A" is based upon age qualification.
4. Grades "B," "C," "D," and "E," are promotion grades for officers, irrespective of age, with more important duties than those in Grade "A," based upon efficiency and the nature of the work performed.
5. No offer shall be prejudicially affected by the operation of the scales.
6. In all grades increments shall be annual and automatic, subject to satisfactory service. The rate of advancement within the grades may be accelerated in cases of exceptional merit.

Graded Staff over 21 years of age with Salary up to £350 per annum. 18 working days and usual general holidays.

Officers (other than Chiefs) receiving Salaries over £350 per annum. 21 working days and usual general holidays.

4. *Sickness.*—Payment of officers' salaries during sickness should be regarded as a normal condition of employment.

5. *Recruitment.*—All junior entrants into the service should be recruited after public advertisement from boys and girls of not less than 15 years of age, with a minimum educational qualification of the First School-Leaving Certificate (day school higher certificate in Scotland) or equivalent examination.

6. *Direct Employment.*—Every person employed on the work of a local authority by the Clerk or any other officer of the authority should be appointed and paid by that authority.

7. *Training whilst in the Service.*—Reasonable facilities should be granted to officers to enable them to attend the necessary courses of study.

8. *Promotions.*—Promotion should be made according to merit and efficiency and not on seniority alone. Vacancies in all posts whenever possible should be filled by promotion from within the service of the authority, but where it is not possible adequately to fill a vacancy by such means the post should be publicly advertised.

9. *Examination Successes.*—Possession of Intermediate or Final Examination Diplomas, usually recognised by local authorities, should be recognised by a monetary grant or special increment, unless the possession of Diplomas is a condition of the appointment.

10. *Superannuation.*—Superannuation under a scheme not less favourable than the Local Government and Other Officers' Superannuation Act, 1922, or any amending Act, should be applicable to every local government officer in the permanent employment of a local authority.

11. *Temporary Staffs.*—Temporary appointments should be avoided and, except in cases of work of a terminating character, such appointments should be limited to one year.

12. *Local Joint Committees.*—The establishment of local joint committees is recommended so that mutual agreement may be attained in regard to conditions of service, e.g., recognition of overtime where necessarily worked; freedom of movement of staff from one department to another when vacancies occur which offer promotion and wider experience; arrangements for the training of officers in the service and for assisting them to acquire the necessary qualifications; the provision of means to enable all officers showing ability, energy and initiative to rise to the highest posts in the service, including facilities whereby they may be articulated to professional men in the service; the operation of the suggestion of the Royal Commission on Local Government and of the Minister of Health contained in his eleventh annual report, that procedure should be devised to obviate invidious public discussions of personalities, etc.; to encourage the appointment by the local authority of a Standing Committee to deal with all staff questions.

Note.—No officer shall be prejudicially affected by the operation of these conditions of service.

Benfleet and District Branch held an enjoyable social and dance on January 19, in aid of the district unemployment funds, and the Benevolent and Orphan Fund. A company of sixty assembled.

ADMINISTRATIVE, TECHNICAL, PROFESSIONAL AND CLERICAL STAFFS. NATIONAL MINIMUM SCALES OF SALARIES.

	Scale 1.		GRADE "A."		Scale 3.
	£		£		£
Commencing salary	55		60		75
Annual increments	10 (2)		15 (12)		15 (15)
	15 (10)				
Maximum	225		240		300
			GRADE "B."		
	£		£		£
Commencing salary	210		225		225
Annual increments	15 (5)		15 (5)		15 (11)
Maximum	285		300		390
			GRADE "C."		
	£		£		£
Commencing salary	270		285		285
Annual increments	15 (5)		15 (5)		15 (11)
Maximum	345		360		450
			GRADE "D."		
	£		£		£
Commencing salary	330		345		380
Annual increments	15 (5)		15 (6)		20 (6)
Maximum	405		435		500
			GRADE "E."		
	£		£		£
Commencing salary	390		420		—
Annual increments	15 (5)		15 (6)		—
Maximum	465		510		—

Scale 1.—For application in the provinces as a general rule.

Scale 2.—For large provincial local authorities.

Scale 3.—For local authorities in the County of London and contiguous local authorities, and other similar local authorities to which the scale is applicable.

Notes :—

1. The grading of officers beyond Grade "A" should be carried out by local authorities in consultation with representatives of the staffs, and regard should be paid to :—

ADMINISTRATIVE, TECHNICAL, PROFESSIONAL AND CLERICAL STAFFS. NATIONAL MINIMUM STANDARD OF CONDITIONS OF SERVICE.

1. *Hours.*—A maximum of 38 working hours per week.

2. *Overtime.*—Overtime should be discouraged.

3. *Holidays.*—Graded Staff under 21 years of age. 12 working days and usual general holidays.

DISTRICT COMMITTEE MEETINGS

YORKSHIRE

BIG MEMBERSHIP INCREASE

A WELL-ATTENDED meeting of the Yorkshire District Committee was held at the County Hall, Wakefield, on February 10. Mr. W. W. Armitage presided.

It was reported that the Executive Committee had had two meetings since the last meeting of the District Committee, held in December, 1933.

Applications from a number of small branches within the area for assistance in sending delegates to the annual conference were considered, and the sum of £30 gs. od. was granted to twelve branches.

It was agreed that Messrs. W. Dransfield and W. Donnan should be the representatives of the District Committee to the annual conference.

The amount contributed to the Marsden Memorial Fund now totals £193 10s. 2d. It is intended to endow a cot at the Bradford Children's Hospital in memory of the late Mr. Marsden as soon as the appropriate amount of money has been received.

The Revised Draft National Scales of Salaries and Conditions of Service for Institutional and Nursing Staffs had been considered and certain amendments suggested.

The report of the West Midland District Committee on the finances of the Association, was discussed, and it was agreed that such report together with the replies of the National Executive Council, be circulated to each member of the District Committee.

Mr. W. E. Laughton, chairman of the Sports Committee, in referring to a meeting of the Emergency Committee which had been held on January 8, stated that in response to numerous requests it had been agreed to inaugurate a Table Tennis Competition, and that ten branches had signified their intention of entering the competition. The District Committee agreed to pay towards the travelling expenses of visiting teams an amount not exceeding the special reduced third class return railway fare applicable to Sports parties.

A report on propaganda and service conditions was made by the divisional secretary.

The membership of the Yorkshire District during the past year shows a net increase of 671. It was reported that, with the exception of the year 1930, when the merger with the N.P.L.O.A. took place, this is the highest annual increase in membership in the area indicated during the past ten years. The total membership of the area is now 9,002.

Special noteworthy increases were shown by the following branches: Dewsbury, 145; Leeds, 125; West Riding, 134.

Special mention should also be made of the North Riding County Officer's Branch, which

was reorganised during the year. The fully paid membership of that Branch at the end of last year stood at 142.

Four new branches have been formed during the year.

The divisional secretary, in referring to the question of temporary deductions from salaries, reported that he had made exhaustive inquiries and, so far as he could discover, out of a total number of 221 Local Authorities in Yorkshire, only twenty were still operating the original reductions, and he hoped that even that small number would be very considerably reduced within the next week or two.

Mr. W. W. Armitage was nominated by the District Committee for the vice-presidency of the Association.

After the meeting, the members were generously entertained to tea by the West Riding County Officers' Branch at their Staff Club.

EAST MIDLAND

ACTIVITIES WELL MAINTAINED

The twenty-fourth annual meeting of the East Midland District Committee was held at the Council House, Nottingham, on January 27. Mr. A. B. Day presided over a large attendance, which included Mr. G. A. Stone, chairman of the West Midland District Committee.

The annual report recorded a further increase in membership and the formation of two new branches during the year. Regarding membership, a conference of branch secretaries had been held prior to the meeting, which, it was hoped, would lead to careful inquiry as to the possible membership in the area and special steps to bring this up to the highest possible level. The report generally indicated that the Association's many activities have been well maintained throughout the area of the committee. Satisfaction was expressed at the adoption of the Superannuation Act by the Lindsey County Council and the Borough of Worksoy, and the decision of the Lindsey County Council to admit to their scheme the officers of authorities in the county. The committee approved a proposal to designate the Emergency Committee the "Executive Committee," and to revise the District Committee Rules.

Mr. E. W. Scorer, Clerk of the Peace and of the County Council for Lindsey, was elected president; Mr. B. W. L. Bulkeley, Director of Education, Notts. County Council, Mr. W. Owen Coates, Buxton, and Mr. A. B. Day, vice-presidents; Mr. E. J. Loasby, Kettering, chairman; and Mr. G. H. Parkin, Hucknall, vice-chairman. A hearty vote of thanks was accorded to Mr. A. B. Day for his services as chairman during the year.

The East Midland B. and O. shield was presented by the Chairman to the Coalville

Branch for the highest contribution to the fund, per head of membership, in the preceding year (£1 3s. 5d.). The shield was received by Mr. G. F. Hurst, hon. secretary of the branch.

In a short address, Mr. G. A. Stone congratulated the committee on the large attendance and the success of their activities, and expressed pleasure at the invitation to attend the meeting as representing the West Midland District.

Prior to the meeting, the members attended a luncheon in the Council House, when Mr. C. G. Brown, president of the National Association, kindly attended, and, in responding to the toast of N.A.L.G.O., expressed his pleasure at the opportunity of meeting the East Midland officers.

Following the meeting, the delegates were kindly entertained to tea by the Lord Mayor of Nottingham, Alderman J. Farr, J.P. The Lord Mayor attended the tea and spoke in high appreciation of the Association's work.

SOUTH EASTERN

SUMMER SCHOOL SCHOLARSHIPS

In connection with the Nalگو Summer School to be held at Newnham College, Cambridge, from June 30 to July 7, the South Eastern District Committee are offering two Scholarships, each of the value of Five Guineas, for the two best essays on "The Place of the Official in Local Government." All members of branches of the Association in the South Eastern District area in receipt of a salary not exceeding £250 per annum on April 1 next are eligible to compete. Essays are *not* to exceed 2,000 words in length, and should reach the Hon. District Secretary, Mr. H. F. Veness, 23, Linton Crescent, Hastings, *not later* than Friday, April 27 next. Accompanying each entry there must be a sealed envelope containing the nom-de-plume adopted by the writer and his, or her, full name and address. The nom-de-plume should also appear on the outside of the envelope and on the first page of the essay.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: September, 41; October, 41; November, 43; December, 43; January, 42; February, 41. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	DEC.	JAN.	FEB.
Food	26	24	22
Rent	56	56	56
Clothing ..	85	85	85
Fuel and Light ..	70	75	75
Other Items ..	75	75	75

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REFERENCES FROM THE ANNUAL CONFERENCE, 1933

THE following is a statement of the actions so far taken by the National Executive Council in connection with the references from the Annual Conference, 1933:—

REFERENCE

"That in view of the changes in local government consequent upon the 1929 Act, the National Executive Council be requested to appoint a Committee to consider and report upon the best type of organisation for county staffs."

DECISION OF NATIONAL EXECUTIVE COUNCIL
The Council has gone very thoroughly into every phase of this subject and a report, containing a full model scheme of organisation for county staffs, has been sent to county branches, under circular number 19, for their observations.

REFERENCE

(a) "That this Conference, whilst recording its appreciation of the sustained effort of the National Executive Council in pressing the claim for a compulsory Superannuation Act, views with increasing anxiety the continued delay in establishing such an enactment and appeals to H.M. Government to adopt as a Government measure, a Bill to ensure superannuation for all local government employees and to devote the necessary time during the present session to its passage into law, particularly having regard to the anomalies in this respect created under the operation of the Local Government Act, 1929. That the gist of this resolution be conveyed accordingly to H.M. Government."

"That in view of the anomalies arising through the operation of Superannuation Schemes throughout the country, His Majesty's Government be asked to introduce, during the present session, a Government measure, giving compulsory superannuation to all local government officers."

"That in view of the resolution passed by the Conference in 1932 apparently not having brought the enactment of compulsory superannuation for local government officers any nearer, the National Executive Council be instructed again to impress upon H.M. Government the urgent necessity for dealing with this matter during the present session of Parliament."

(b) "That the National Executive Council be requested to explore the possibility of securing amending legislation to the Local Government and Other Officers' Superannuation Act, 1922, so as to provide that any officer who is compulsorily retired at an age less than 65 years on the grounds of national economy or by the operation of the 'Ray' Report shall be entitled to have non-contributory service calculated in sixtieths for the purpose of allowance under the Act."

(c) "That in any scheme formulated for amending the Local Government and Other Officers' Superannuation Act, 1922, provision should be made to make it possible for the optional retirement of men at 60 years of age, not having completed 40 years' service and for women to retire five years earlier than in the case of men."

DECISION OF NATIONAL EXECUTIVE COUNCIL

In accordance with resolution (a) a communication was addressed to the Minister of Health and, in his reply, he stated that he had noted the resolutions, but regretted that in the present state of public business it was not possible for the Government to contemplate the introduction of legislation on this subject. As a result of this communication, the Council decided to prepare a Bill for introduction as a

Private Member's Bill and a sub-committee has been appointed to prepare the Bill.

REFERENCE

"That the National Executive Council be instructed to obtain an actuarial report of the cost of providing pensions to widows of local government officers at a rate equal to one-third of the superannuation allowance which the officer would be entitled to at the date of his death—such report to cover:

(a) cases of officers dying prior to retirement, (b) cases of officers dying after retirement, and the report to include such conditions as may be necessary to ensure as low a cost as possible; and that after consideration of such actuarial report the National Executive Council be instructed to obtain the opinions of branches on the question."

DECISION OF NATIONAL EXECUTIVE COUNCIL
An actuary's report has been obtained and sent to branches, under circular number 20, dated February 21, 1934, for their observations.

REFERENCE

"That paragraph 91 (pages 73 and 74) of the Report of the National Executive Council dealing with loans to Student members of the Association be referred back to the Council for further consideration, with instructions to prepare a scheme for the assistance of students desiring to obtain professional and other qualifications, providing that such assistance shall not cover fees for tuition expenses."

DECISION OF NATIONAL EXECUTIVE COUNCIL
A scheme has been prepared and will be submitted to the Annual Conference, 1934.

REFERENCE

"That the National Executive Council be requested to adopt a definite policy with regard to eligibility for membership."

DECISION OF NATIONAL EXECUTIVE COUNCIL
After very careful consideration, the council is satisfied that it would be a great mistake to attempt to list the classes of officers regarded as eligible for membership and it strongly recommends the continuance of local autonomy in the matter of acceptance into membership of the Association.

REFERENCE

"That the National Executive Council be requested to consider the adoption of a scheme designed to afford assistance towards hospital or nursing homes' treatment, particularly for those members and their dependants, who at present are outside the scope of existing hospital aid societies."

DECISION OF NATIONAL EXECUTIVE COUNCIL
This matter is being considered by the Committee of Management of the Nalگو Provident Society.

REFERENCE

"That this Conference regrets that further progress has not been made towards presenting to Parliament the Bill referred to in paragraph 85 of the Report of the National Executive Council presented to Conference in 1932, and that the Council be instructed to proceed with the matter without delay."

DECISION OF NATIONAL EXECUTIVE COUNCIL
The Bill referred to above is no longer necessary in view of the passing of the Local Government Act, 1933.

During the current season members of Settle Branch have organised several social functions in aid of the B. & O. Fund. The outstanding event was the second annual ball, for which the room was tastefully decorated in floral design and N.A.L.G.O. colours.

SCOTTISH NOTES SUMMER SCHOOL ARRANGEMENTS

IN past years, many members have stated that they did not know that any member could attend the Summer School, or that they did not know the date, or that they thought the School was for students going forward for examination. It is surprising that any members can be in ignorance concerning the School, for at branch meetings, in circulars to Branch Secretaries and local correspondents, and in these notes we have sought to make it abundantly clear what were the arrangements for the School. Let it again be stated that the School is open to any member of the Association, or to any member of a Local Authority or, indeed, to anyone interested in Local Government.

This year the School is being held from June 23 to 30, at St. Andrews University. Most of the students will find it most convenient to stay at St. Salvator's Hall of Residence where there is ample accommodation for all who are likely to come. The charge for residence is 9s. 6d. per day. It is optional, however, for a student to stay at the Hall. There is no enrolment fee. We are hoping that the School will be opened by the Secretary for Scotland, Sir Godfrey Collins, at an inaugural dinner on Saturday, June 23. To this dinner we invite members who may not be able to attend the School, but are free to get to St. Andrews on the Saturday. The cost of the ticket is only 3s. 6d.

The Lecturers

During the week we shall have as lecturers Mr. James Cunison, M.A., and Mr. A. L. Machie, LL.B., both lecturers in Economics at Glasgow University; and Dr. Bowie, Principal of the Commercial College in Dundee. After-Dinner Talks will be given by Mr. Highton, Secretary to the Department of Health; Dr. Kidd, Medical Officer in the Education Department, Dundee; Mr. W. D. Ritchie, Director of Education, Selkirk; and Mr. J. A. Scott, Town Chamberlain of Kilmarnock. There will be the usual programme of sports and the Friday evening will be left free for a social function. Those who have attended in previous years are unanimous in praise of the happy holiday they have spent at St. Andrews, and it is a good sign that many return year after year.

We are pleased to report that Coatbridge Town Council has decided, on our application for a Superannuation Scheme, to obtain an actuarial report. Greenock Corporation has done likewise. Aberdeen County Council has also agreed to obtain an actuarial report, and we believe the small Burghs within the County are being invited to link up with the scheme. In Inverness Burgh and County we are hopeful that progress in the same direction may be made. We are, at any rate, sending letters to the County Council and the Town Council, asking them to consider the matter.

On the question of "salary cuts," there is nothing of much importance to report. We have lodged a number of applications for the restoration of the "cuts," but these have not yet been considered. We feel pretty certain, however, that quite a number of Local Authorities will restore the "cuts" as from May next, the beginning of the new financial year.

Compensation

The Action of Declarator against Roxburgh County Council is now before the court. We hope that this action will settle several vexed questions which have been much in dispute for the past two years. At least we shall get guidance in dealing with future cases of difficulty.

For the first time in Scotland, so far as is known, one of our Branches held a Burns Supper, and it proved a huge success. The

(Continued at foot of col. 3, page 424)

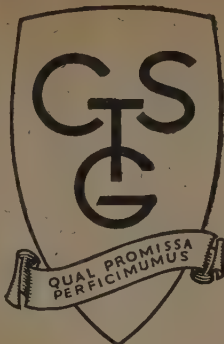
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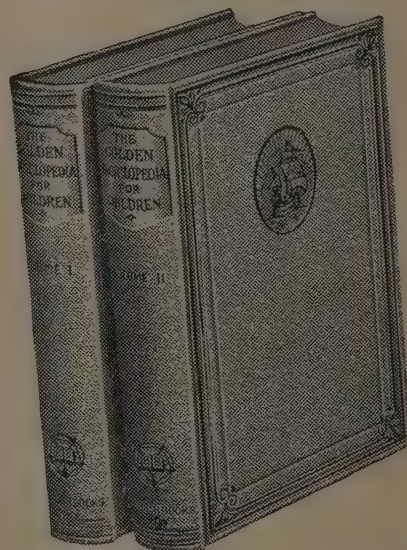
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BOOK REVIEWS

(Continued from page 415)

for the local government officer who wishes to swim instead of to sink that he should be fully informed of the trend of current events and to have some idea of what the coming years are likely to bring forth. This book I regard as the key to the situation, and that is why I so strongly recommend it to the readers of this journal.

Education for Industry and Commerce

(Oxford University Press, 5s.).

Mr. A. Abbott, C.B.E., who was for many years Chief H.M.I. of Technical Science, has made in "Education for Industry and Commerce in England" a new survey and critique of England's efforts in the field of industry and commercial education. The book has an interesting introduction by Lord Eustace Percy, and both he and Mr. Abbott lay stress on the hard fact that no educational system can either prepare immature human beings for modern life or ensure efficiency in a competitive scientific age unless it provide some kind of disciplined instruction for all up to 18 years.

Mr. Abbott clearly favours a great expansion of part-time education in working hours. Full-time trade schools are excellent institutions, but they are very few and far between. For the ordinary young technician, the main opportunity is, at present, the evening classes in technical schools and colleges. But here we are up against the fact of night study putting an undue strain on the daily worker. Such sacrifice of leisure and strength is too much to expect of the average youth of 16. A few employers have recognised this and their enlightenment accounts for some 16,000 wage-earners attending senior classes during the daytime—a mere handful. Other countries easily surpass us. Mr. Abbott estimates that we are utilising only one-tenth of the capacity of our existing schools and colleges, owing to our failing to recruit sufficient students under the day-time rules.

As Lord Eustace Percy points out: "The far-reaching reforms which Mr. Abbott advocates require a driving force of awakened public opinion, and those who seek to awaken it will find their most powerful arguments not in merely economic situations but in the idea of human salvage."—C. K. W.

Famous Sculptures

"Stones of Rimini," by Adrian Stokes (Faber and Faber, 12s. 6d.), which is admirably illustrated by 48 photographs, is a description of the sculptures with which Agostino di Duccio or his assistants, adorned the shrine of Sigimondo Malatesta at Rimini. It may, perhaps, have a somewhat limited appeal, but to those who are interested in sculpture, I can wholeheartedly recommend it.

Mr. Stokes distinguishes sculpture carving which brings out the nature of the material through the design, from modelling which imposes the design on the material.

His aim in writing this book is summed up thus:

"We must learn geography in order to interpret an art and to re-create it in words. I want to show how the Greek temple grew from its surroundings and finally how Agostino's reliefs in the Tempio translate the composite fervour that the whole Mediterranean basin inspires."

As I have stated, this book will probably have a limited appeal, but I can say that if you like, for example, Ruskin's "Seven Lamps of Architecture," you will like "Stones of Rimini."—C. K. W.

The annual dinner of the Chester City Branch was held on February 9. In the absence of the President, the senior vice-President, Mr. S. E. Britton (Electrical Engineer) occupied the chair. Among those present were the Mayor and the Sheriff of Chester, and Mr. Haden Corser, Divisional Organising Secretary, who responded to the toast of "N.A.L.G.O."

N.A.L.G.O. MEMBERS AS AUTHORS

THREE NEW THRILLERS

Detective Fiction

DEATH'S TREASURE HUNT, by Dr. William C. Harvey (Eldon Press, Ltd., Curzon Street, Mayfair, W.) 7s. 6d. net.

Dr. Harvey, the popular Medical Officer of Health of Southgate, requires little—if any—introduction to our readers. He has been notable in the Metropolitan District for some time past as a brilliant bridge player and, a few months ago, he launched into the world of "mystery" novelists. His first book, "Murder Abroad," placed him among the leading novelists of the day; his second, "Death's Treasure Hunt," should give him first place—in this country, at any rate.

Here is the plot. A multi-millionaire, already dead and in his grave, directs the investigations of his own murder, having left sufficient evidence to bring the criminal to the scaffold. This original mystery novel introduces an entirely new theme to detective fiction—a ghastly treasure hunt with Death in command! Eric Spalding (who plays Holmes to Dr. Forbes's, alias Harvey's, Watson) fresh from his triumphs in the Wynford case, appears once again, and this time an even more intriguing plot than was that in "Murder Abroad" is set for him. As the plot develops, grotesque, macabre situations appear and, before the killer is finally traced down, further brutal murders require investigation. The final dénouement should appeal to even the most hardened devotee of detective fiction, while the whole problem will certainly tax the reader's ingenuity.

Containing suspense, thrills, humour, atmosphere, and characterization, I confidently forecast that this book will rank among the year's best-sellers. Make no mistake. Every clue is given in true S. S. Van Dine fashion, and I prided myself that I had "spotted the villain" before the end of the third chapter. If you do before the author springs his surprising climax upon you, you will be cleverer than I. Good hunting! D. J. P.

This Ray of Hope

It is a "Strange Conquest" indeed by which the reader is overcome in a novel so named (Lincoln Williams, Ltd., 3s. 6d. net.). The author seeks his public through a compelling story told in uncommon style; and, incidentally, there is additional interest for readers of LOCAL GOVERNMENT SERVICE in the fact that he is a member of the association, bearing the pseudonym "Walter Harvey." Equally strange and no less conquering is the pictorial dust-jacket of the book—a ghoulis blood-stained skull-mask, cowed and grinning, with gaunt skinny death's fingers laid on the prostrate figure of a victim in khaki.

Well, it is the story of a Professor and his death ray, the most deadly ever; where "all the R.A.F. planes . . . have vanished in a night . . . one hundred hangars empty, five hundred 'planes gone and nearly two hundred sentries dead"; where the next war is put off for the incredible space of one year; where "that unless by Saturday, October 1, you agree to ship from the port of Bristol £1,500,000 in gold" the world's metropolis "will cease to exist, at midnight." This and immeasurably more with hideous insinuations and threats as to what may befall the helpless victims of a deadly power let loose upon them, brings a state of utter confusion to country.

Mystery and terror pervades everything, till our Professor exclaims: "I have conquered a new world. Twenty years in an Asylum for being over-sane—what durance vile"; but "this shall be my night of double triumph. Neither God nor Devil shall stop me!" He adjusts his instruments, turns on the power, speeding the invisible and universe-destroying ray out into the night. The rest is silence. "Walter Harvey" writes an astonishingly novel and suggestive tale, which may provoke the

most haunting shudders, or the guffaws of unsmotherable laughter. There will certainly be a queer world in 1980 if it resembles in any way the marvellous situation here depicted.

Because the Malay name of his group of small islands was beyond him, Rajah David, Englishman, had invented the place-name "Ten Peacocks." The main island contained a "musky reptilian 'Temple of Smoking Hearts,'" where native alligator worshippers fell to their rites, with elephant and cobra as servers in consecration. That a pair of lovers were kidnapped and carried prisoners here, to face the dread consequences, would promise clearly enough the probabilities of a thrilling escapade. What really did come about, and how and why, is made a hair-raising affair by Mr. S. Andrew Wood, whose blue-lagoon enthusiasm is infectious. "Ten Peacocks" (Ward, Lock, 3s. 6d. net.).

A Tale of Adventure

"Fossil the Scout" (Milford, illustrated, 3s. 6d. net.) is one of the best tales of adventure recently related, Mr. Mark Harborough having made it so from his experiences as a District Commissioner in the service. It describes the up-and-doing liveliness of a troop at their holiday camp, Stonecrop Ruin, the site of an ancient priory. While busied one day in filling up a disused fish pond, they come upon specimens of the rarest of buried treasure. Though secrecy is pledged, the news escapes, bringing an interloper on the scene. This undesirable, though cunning enough, is outwitted, as he least expects. Brighter wits than his own and the best of scout tactics prevail. Some thrilling events take place along the tow-path and within the long tunnel of a canal. An unexpected friend to the troop turns up when good service is needed, his reward being to be admitted a scout! Here, then, is a capital yarn for the camp fire. The author, by the way, is a member of N.A.L.G.O.

Children and Young Persons Act

Mr. A. L. Peacock, D.P.A., F.S.S., the honorary secretary of the Cambridgeshire County Officers' Branch, has written a very interesting little book entitled "The A.B.C. of the Children and Young Persons Act, 1933." The book is really a simplification of the Act, for the use of parents, teachers, leaders of voluntary organisations, social workers and others interested in the welfare of young people. Copies may be obtained, at a cost of 7d. each, post free, from the Cambridge Express Printing Company, Limited, 36 King Street, Cambridge.

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AT RANDOM

"By HYPERION."

No time to Think

I HEARD a distinguished Civil Servant remark the other day that one of the principal drawbacks about the Civil Service was that one never had time to think! By this, of course, he did not mean that the duties carried on at Whitehall were performed without any mental effort, but that civil servants are so absorbed by their immediate tasks and problems that they have little time to think constructively or to evolve improvements in the existing systems of administration. This, I think, applies equally to the Local Government Service.

Professor Julian Huxley has admirably summarised the position:—

"There is a danger," he says, "in these days of manifold information and broadcast amusement, that the world will become divided into those who have to think for their living and those who never think at all. I am not speaking of those necessary but limited processes of thought needed to accomplish some routine of business, but the real thinking which does not stop until it has enquired why and how of the most familiar facts and processes, and insisted on exploring the foundations of belief."

"Meanwhile the occupation by which the average man is gaining his livelihood is becoming more standardised in its conditions, more limited in its scope, more definite in its routine."

* * *

Government in Transition

Lord Eustace Percy not only has time to think but has the invaluable gift of expressing his thoughts with lucidity. His recently published book *Government in Transition* (which is as full of ideas as an egg is of meat) sums up more cogently than any book I have read for a long time the problems and difficulties by which our legislators and administrators are faced to-day.

The scope of this survey can be judged from the fact that it includes such subjects as world economics, the ebb and flow of population, national politics, the reform of parliament, and—what affects most closely the 'bosomes and businesse' of local Government Officers—problems relating to housing and town planning, education and unemployment. It is impossible in a short notice to convey even a fragmentary picture of Lord Eustace Percy's views on these diverse subjects.

I must content myself by saying that Lord Eustace regards the present crisis in the world's affairs as proving a kind of bankruptcy of nineteenth-century civilisation.

He thus summarises the dilemma of the economist:—"The economist, while pressing for a reduction in government expenditure, has never faced the unpleasant truth that no serious reduction can be made in government expenditure, either central or local, except by reducing the level of wages and salaries. Still less has he faced the corollary that, if wages and salaries are to be reduced retail prices must be reduced towards the level of wholesale prices, not vice versa."

With regard to administration, a very interesting contrast is drawn between the British and Canadian school systems, illustrating the opposition always present in Lord Eustace's mind between what is large-scale and impersonal and what is small-scale and personal, and his conviction that the former has been pushed much too far.

Someone once said of Lord Eustace Percy when he was Minister of Education that for all his gifts he would never make a perfect administrator because he had too many ideas! But one cannot help wishing that there were more administrators like him.

Government in Transition is published by Methuen at the price of 7s. 6d. Most books of its scope and quality cost usually at least twice that amount.

"Have you heard this one?"

There has been an extraordinarily good collection of children's stories appearing recently in the *Daily Mail*. Unlike many children's stories, nearly all these bear the hallmark of truth.

Here are two which I think are particularly good:—

"My little son of five years, having got his braces all mixed up, shouted out: 'Dad—I think I've got the high tension on the low.'"

"When I returned from shopping in heavy rain I was persuaded to take a little whisky to prevent a chill. When I kissed my little daughter 'good-night' she remarked: 'Why, Mother, you've been using Daddy's scent.'"

And one can't help sympathising with the little girl who complained that she was always given "the rabbit's corsets at dinner!"

Of a more subtle variety are these two stories. Some people think they are funny—others think they are merely fatuous. What do you think?

(1). "A Minister takes for his text: 'The high hills are a refuge for the wild-goat, and so are the stony rocks for the conies.'"

"Brethren," he says, "Christian men! What was *coniss*? What, I say to you, was *coniss*? Was it lions? No! Was it Tigers? No! Was it elephants? No! Brethren," he says, "Christian men! What was *coniss*? *Coniss* was a little wee rabbit, you see."

(2). "A man once went into Buzzard's and ordered a cake. He explained diffidently that it was rather an unusual order. He wanted the cake shaped like a letter S. The manager said that it certainly was somewhat difficult; a special mould would have to be made, but he could promise to make a satisfactory job of it. When it was ready the man arrived and said: 'I am really delighted with the cake, but it was very stupid of me; I did not make my order clear. I wanted a small s, not a capital S.' The manager apologised and promised to have a new cake made by the following week. When it was ready, the man came again. 'Yes, that is exactly right.' 'Where shall I send it?' asked the manager. 'Send it?' said the man, surprised. 'Oh, please don't trouble to send it. Just give me a knife, a plate, and a little bread and butter, and I'll eat it at once.'"

* * *

Miscellany

A shy young man came on a visit for the night; suddenly a deaf old woman came into his room, carrying a cupping glass, and bled him; he thought that this must be the usual thing, and so made no protest; in the morning it turned out that the old nurse had mistaken the room.

Tchekhof.

* * *

It is said that a Boston paradox-monger said: "Give us the luxuries of life and we will dispense with the necessities." But it is the whole human race that says it, from the first savage wearing feathers instead of clothes, to the last cost-monger having a treat instead of three meals.

G. K. Chesterton.

... in the Spring in 1917 they had an eight pound son, very fine and exceptionally handsome—which meant that in the first month he was recognisably human.

Sinclair Lewis.

Natural History Query

"What I want to know is—does the cuckoo feel that it's just going to lay an egg and say to itself: 'I must find a suitable nest to lay it in,' or does it find a nest and then reason: 'Well, this is a nice nest—I think I'd better lay an egg!'"

THE GENERAL SECRETARY

(Continued from page 417)

for granted, though there is perhaps a danger in that. But in its work to cultivate an intelligent understanding of the problems of local administration, our Association is making one of its most valuable contributions to the improvement of the status and conditions of its members. To the efficiency of administration it also claims to have made a definite contribution. The "bread-and-butter" policy must be tackled from several different angles, though that may not always be apparent at the first blush, and behind every move which Mr. Hill has conceived has been the fundamental aim of raising the status and prestige of the administration and the service.

It is a rather significant fact that in certain countries the pressure for improved administration has come from outside the service. In Great Britain, however, the reverse is the case. Generally speaking, the pressure has come from within. As the President recently observed, there is emerging as a result of the Association's work a more clearly defined and scientifically constructed Local Government Service, keeping pace with the changing circumstances and legislation. He truly says: "We are only now beginning to see the great conception which has been behind Mr. Hill's policy of organisation." When Mr. Hill became general secretary, the Local Government Service was a rather rough, uneven bit of ground. Up to now probably the bulk of the work has been levelling the ground and putting in the stable foundations, upon which the Local Government Service of the future, as Mr. Hill has always visualised it, can be erected. We offer him our heartiest congratulations on completing a quarter of a century of ungrudging and devoted service. The Association is proud to honour one who, by his courage, skill, and wise judgment, has done so much to place N.A.L.G.O. in the front rank of vocational organisation, and to raise the service to the high plane which it occupies to-day.

SCOTTISH NOTES

(Continued from page 420)

Branch referred to is Dumbartonshire, and Mr. John A. Fraser, who was instrumental in promoting the supper, states that while he is aware that Dumbartonshire is not invariably original in everything, he congratulates himself that in this, at least, they did show some originality. Two prize pipers took part in the ceremony of bringing in the haggis.

There have been several interesting branch meetings. One of these was a joint meeting of the Stirling and District Branch and the East Stirlingshire Branch. The Stirling and District Branch representatives proposed that the branches should amalgamate so as to have one branch for the whole county, but the East Stirlingshire members decided to delay coming to any conclusion for six months. The Fife Executive, the Aberdeen Executive, the Dundee Executive, and the North of Scotland Executive have all recently held meetings, mostly with regard to salary "cuts."

HOLIDAY NEWS

THIS YEAR'S CRUISE

Here is an extract from a letter received recently which should be sufficient recommendation to all those contemplating taking the Association's Cruise this year:

"I think this year's itinerary is the best of all. I am enclosing £2, being the booking fees for Mrs. — and for myself. You will see from the cruise records that this will make my tenth trip with the Nalگو. I think this speaks for itself as to whether a Nalگو cruise is worth while. Personally, I've not experienced anything more thoroughly enjoyable, and I hope I'll be able to take a good many more. Mrs. —'s father-in-law has also done the trip nine times and is, I believe, going again this year."

Copies of an attractive illustrated leaflet, giving full details of the cruise are obtainable from Headquarters or the Branch Secretaries.

The whole of the passenger accommodation on S.S. *Alondra* has been chartered this year for a party of 120. The ship leaves Liverpool on Saturday, July 28, at 4 p.m., and will follow this itinerary:

Tuesday	July	31	At	Corunna (Spain)
Thursday	Aug.	2	"	Lisbon (Portugal)
Saturday	"	4	"	Casablanca (Morocco)
Tuesday	"	7	"	Madeira
Thursday	"	9	"	Santa Cruz } Canary
Friday	"	10	"	Las Palmas } Islands
Saturday	"	11	"	Orotava
Friday	"	17	"	Bayonne (France)
				(for Biarritz)
Monday	"	20		Due back Liverpool

The fare for the round trip, including gratuities, first class cuisine and organised entertainment, is £23 for 23 days. At £1 per day there is no comparison between a holiday of this description and an ordinary English seaside holiday, which would cost quite as much.

The boat itself is up-to-date in its design and equipment, affording safety and comfort. There are a drawing-room, smoke-room, library, writing-room and bathing pool. A fully qualified doctor and a stewardess will be on board.

Early booking is advised as the accommodation is taken up regularly each year, owing to the great popularity of the cruise.

BOOK FOR HOLIDAY CENTRES!

The bookings received to date give every indication that the accommodation at the holiday centres is going to be booked up very rapidly, and for the benefit of those members who wish to spend their holidays at one of the centres this year, but have not yet forwarded their application, this timely warning is given. Delay in sending your application may cause disappointment. Make up your mind where you are going to spend your holiday this year *Now!* and come to Croyde or Cayton—the holiday centres which were built for *You!*

CAMPERS' AND CRUISERS' RE-UNIONS

The re-unions of members who had visited the holiday centres or taken the Canary Islands cruise were held in London and Manchester on January 27 and February 16 respectively and were a great success. The attendance in London totalled nearly 800, and members were present from Leeds, Coventry, Spalding, Norwich, Bournemouth, Aberdare, Sheffield, Winchester, Manchester, Wallasey, South Shields, Bristol, Hove, Hastings, Rotherham and Luton. The evening was most enjoyable and enabled many friends to meet again and revive the wonderful spirit which exists amongst holiday makers at the N.A.L.G.O. Centres. The popularity of this function will undoubtedly necessitate engaging a larger hall next year and preliminary enquiries are already being made.

The re-union in Manchester was an equal success, but necessarily on a smaller scale. Nearly 250 attended, and for half an hour the company was entertained by the Manchester Municipal Players. A great ovation was given to Dudley Kennedy, Mae Perkin and A. James, Nora Byrre and Robt. Eastwood, H. Bloor and the N.A.L.G.O. Dance Girls.



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BRIDGE FORUM

AUCTION AND CONTRACT : A COMPROMISE

By NEVILLE HOBSON

Letters which I have received from time to time confirm the impression that the complexities of Contract—both as regards its laws and conventions—deter many from taking up this form of Bridge.

At the same time, many Auction players recognise that Contract introduces new and interesting variations, but the realisation of the heavy penalties, the numerous conventions, and the mysterious state of vulnerability result in their postponing the venture.

Fortunately, the original form of Contract—before it was mutilated by the Americans—enjoyed all the advantages of those variations which are most capable of ready appeal, without introducing the network of problems and anxieties which have deterred so many; and, as the French have kept the original form alive, I propose to draw the attention of my readers to this simple and attractive form of this classic game.

Plafond

This is the name of the first type of Contract, which is now played extensively in France and Belgium, and Mr. A. E. Manning-Foster has been largely instrumental in its revival in England.

The main principle of scoring only below the line what is *actually contracted* for operates as in modern Contract, but there is no vulnerability, and the involved scoring tables applicable to Contract are superseded by a comparatively simple system, of which the following are the main features.

Scoring

- The ordinary trick values for the different suits are maintained (Clubs, 6; Diamonds, 7; Hearts, 8; Spades, 9; No Trumps, 10).
- Game is won by the side which first scores 30 points for tricks *actually bid* and won.
- 50 points are awarded for making a Contract, and an extra 50 for each Over-trick.
- There is a penalty of 100 points for each Under-trick.
- Doubling and redoubling affects the bonuses and penalties in the usual way (but not Honours, Slams, or Game points).
- Slams are scored whether bid or not, receiving 100 and 200 points respectively.
- A bonus of 100 points is given for the first game, and 400 for the second game (i.e., 500 points for the Rubber).
- There is no vulnerability.

Textbook

Full particulars of the game, with the complete code of laws, will be found in "Bridge-Plafond," by A. E. Manning-Foster. Published by Ernest Benn, Ltd., 154 Fleet Street, E.C.4, price 3s. 6d.

I can recommend this book to those of my readers who have been hovering on the brink of Contract, but hesitate to take the plunge. Indeed, this simpler form of the game is very attractive, and I have no hesitation in saying that they will not readily return to their old love.

Arrangements have been made with the parties concerned to offer Local Government Officers the same facilities and concessions as those granted to members of the Civil Service in relation to the Cruise on the S.S. *Doric*, organised by the Civil Service Sports Council in conjunction with the White Star Line. The *Doric* will leave Liverpool on June 23 next, on a fourteen days' cruise to the Mediterranean and Balearic Isles. Cruises such as this offer a good opportunity for members of the various Public Services to meet under the most congenial circumstances.

THE SUMMER SCHOOLS AGAIN!

GOING TO CAMBRIDGE THIS YEAR? LECTURES TO BE GIVEN BY EMINENT MEN IN THE SERVICE. ESSAY COMPETITION ARRANGEMENTS

THE association has again been fortunate in securing an ideal centre for its summer school, where members will pursue their studies of the problems of local government. The English School is to be held this year at Newnham College, Cambridge, from June 30 to July 7.

Newnham College is noted both for its interesting historical associations and for its pleasing unity of design, its lightness, and a dignity which is quite in keeping with the atmosphere of the ancient University town. The site of the college, which originally belonged to the White Friars, has been intimately connected with Cambridge for many centuries. Features of interest are the notable dining hall and the gates of bronze—a memorial to Miss Clough, a delightful character who will be remembered for her scheme to train women as doctors to work among Hindu women.

At the summer schools held in the past the panel of lecturers has been drawn largely from the universities of Great Britain. This policy encouraged the contact between the association and the men in the universities, who are thinking ahead about local government and are interested in its development. The lectures have been general in scope and critical in outlook, and an inquisitive approach to local

government problems has been aroused and many suggestions for the probable development of the system have been offered as a basis for discussion.

This year it is proposed that the lectures should be delivered by eminent men in the service, with practical experience of the problems that have arisen and are likely to arise in the future in the local government service. Lectures will be delivered by the chief officers of various departments on some of their problems. A lecture on the problem of leisure

whereby relations between local authorities and the general public might be improved.

2. In this country a local authority can only act under specific statutory powers. In certain Continental countries local authorities may do anything not specifically prohibited to them. Discuss the relative advantages and disadvantages of these systems. Do you think the system prevalent in this country could be improved on and, if so, in what way?

3. Assess the advantages of co-operation by local authorities in forming joint regional



Newnham College, Cambridge, where the Summer School for England and Wales will be held

and local authorities will also be included, a subject to which as yet little mature consideration has been given, and which should prove an interesting and instructive topic for discussion. Lectures will also be given on the contribution of the elected representative and on the part played by the central government in shaping local policy. The course will deal with the practical, as well as the theoretical, side of local government.

It is hoped this year to be able to make arrangements for some foreign students to attend the school, so that an opportunity may arise of discussing local government problems with people from abroad.

Arrangements have been made to hold the Scottish summer school this year at St. Salvador's Hall of Residence during the week commencing June 23. Particulars are given on page 420.

As recorded in the February issue of LOCAL GOVERNMENT SERVICE, Sir Arthur Robinson, G.C.B., C.B.E., Permanent Secretary of the Ministry of Health, has again intimated his desire to associate himself with the summer school and has offered prizes of the value of five guineas to be competed for in an essay competition. The competition for 1934 will be divided into two classes:

Class I.—For officers whose salary is £50 per annum or more, value of prize 3 guineas.

Class II.—For officers whose salary is less than £50 per annum, value of prize 2 guineas.

The subjects are the same in both cases, but the essays will be judged in two classes. The subjects are as follows:—

1. "The welfare of the common man is more deeply affected by the administrator than by the legislator."—Mr. Baldwin. Discuss this statement with special reference to the methods

organisations for purposes which do not readily conform to ordinary administrative boundaries—e.g., the survey and allocation of water resources. Is it generally desirable for such bodies to have more than advisory and non-executive functions? In what respects is this system preferable to the appointment of independent *ad hoc* authorities for those purposes.

4. Examine, from the point of view of securing good local government, the existing relations between the officers of local authorities and the officers of the principal government departments concerned with the work of local authorities. Are there any ways—e.g., by greater interchangeability of staff, or otherwise—in which you would suggest improving the effective liaison between them?

The winning essay, or a précis thereof, will be published in the LOCAL GOVERNMENT SERVICE.

Rules of the Competition

1. The competition is open to all members of the N.A.L.G.O.

2. The essay may be in manuscript, typewritten or printed.

3. No stipulation is made as to length.

4. The final selection by Sir Arthur Robinson must be taken as conclusive.

5. Essays must reach the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, on or before May 28, 1934.

6. Each essay must be headed with the title chosen, a nom-de-plume and a note of whether the competitor desires his essay to be judged in Class I or Class II. A sealed envelope containing the author's name, address and branch, and bearing on the outside his nom-de-plume and class, must accompany the essay. Indication of the author's identity should not appear on the essay.

7. The result of the competition will be announced prior to June 30, 1934.

N.A.L.G.O.

OFFICIAL

HOLIDAY GUIDE

TO BE PUBLISHED
MARCH 1st

All addresses have been thoroughly overhauled and this year's edition contains many new addresses. Members are urged to buy their copy through their Branch Secretary who will order in bulk from Headquarters.

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NEWS FROM THE BRANCHES

FEATURES OF THE ANNUAL MEETINGS: GROWTH IN MEMBERSHIP AND ACTIVITIES

Reigate

There was a record attendance at the annual general meeting of the Reigate Branch held recently, 50 members being present. The chair was occupied by Mr. J. P. Humphrey, M.B.E., until the induction as President of Mr. G. G. Sanderson. The annual report states that the Branch lost 15 members during the year as a result of the abolition of the Reigate Rural District Council under the Surrey Review Order, 1933, but the Chairman intimated that the loss of membership had been wholly recovered by new admissions. The Chairman added that the late members of the Reigate R.D.C. were indebted and grateful to the Association for the valuable assistance rendered in the preparation and negotiation of the claims for compensation for abolition of office.

An appeal on behalf of the B. and O. Fund was made. The following officers were elected: Chairman, Mr. G. Janes; Hon. Treasurer, Miss E. M. Breeden; Hon. Secretary, Mr. F. A. Bristow; Insurance Correspondent, Mr. A. Legg; Sports and Social Secretaries, Messrs. S. G. Swayne and A. C. Wilkins. The Chairman and Secretary were elected representatives in the District Committee and the latter was also appointed conference delegate. An honorarium of £5 was voted to the Hon. Secretary in recognition of his services for several years past.

A Mayor's Tribute

Reviewing the work of local government officers on the occasion of the annual dinner of the Reigate Branch, the Mayor (Lieut.-Col. F. J. Spranger) expressed the view that the Borough was well served by its officials. The time he said, might come, when more power would be given to local government officials,—he was not alarmed that an increase in bureaucracy would be detrimental to the public. Mr. G. G. Sanderson presided at the dinner, the success of the function being largely due to the efforts of Mr. S. Gatten Swayne, who acted as Hon. Secretary to the dinner committee.

Coventry

The membership of the Coventry Branch, which had grown steadily from the 1927 figure of 327 to 551 in 1932, shows a slight decline according to the 1933 annual report of the Executive Committee, this being explained by the non-inclusion of a number of members in arrears. The various phases of activity, however, reveal that a spirit of keen enthusiasm continues to actuate the bulk of the members. For instance, there were 170 participating in the Nalگو Provident Society during the year, compared with 130 in 1932 and 51 in 1929. Life assurance policy holders in Logomia had increased by 20, while the record with regard to the Nalگو Approved Society was one of remarkable progress, the 1933 figure of 248 comparing with 211 in 1932 and 127 in 1929. There were 69 members taking advantage of the Benefits to be derived from the Nalگو Building Society.

Bolton and District

A well-attended dance organised by the Bolton and District Branch was held at the Palais-de-Danse, Bolton, at a recent date. The Mayor of Bolton was unfortunately absent through indisposition, but the attendance of the chairman of the Kearsley U.D.C. was greatly appreciated. A substantial sum was realised on behalf of the B. and O. Fund, and Miss D. W. Biggs, who has recently been appointed Socials Secretary, is to be congratulated on the success achieved, and the excellent arrangements made.

Southend-on-Sea

The annual dinner and dance of the Southend-on-Sea Branch was held on January 3. Following a reception by the Mayor and Mayoress and President (Mr. R. H. Dyer, Borough Engineer and Surveyor) over 100 members and friends sat down to dinner. The Mayor referred to the remarkable growth of the Association and to its various activities, all of which he heartily commended to the members. He paid a high tribute to the capabilities of the Southend officials. In his reply the President referred to the work of the late chairman of the Executive Committee, Mr. C. E. Warren, who had held that position for the last seven years.

Dudley

Dudley Branch held their annual general meeting recently. Dr. P. Stanley Blaker, Medical Officer of Health, was elected President, and Messrs. A. H. Backler, J. S. Evans and C. M. Walker, were elected vice-presidents of the Branch. Messrs. B. S. Wood and R. A. James were re-elected Hon. Secretary and Sectional Secretary respectively for the ensuing year, and a vote of thanks was accorded them for their services during the past year. It was reported by the Social Sub-Committee that the attendance at the annual ball held last year in the new Town Hall was 270, and the net profit was £23 15s. 11d., which was allocated as follows, viz.: £7 18s. 8d. to the Benevolent and Orphan Fund; £7 18s. 8d. to the funds of the R.S.P.C.C., and £7 18s. 7d. to the Branch Funds. Instead of organising the usual annual ball it was decided to hold a dinner early in 1934.

Windsor and District

Windsor and District Branch recently held their annual dinner and dance, about 120 members and guests being present, including the Mayor and Mayoress of Windsor, the Chairman of the Slough U.D.C., and the Chairman of the Egham U.D.C. Mr. J. E. Arnold (President of the Branch) with Mrs. Arnold, presided. At the annual meeting, Mr. H. R. H. Smith (Clerk to the Egham U.D.C.) was appointed President for the year, succeeding Mr. J. E. Arnold (Borough Accountant, Maidenhead) who had presided over the Branch for two years. Much progress has been made during the past two years by the Branch, the membership having increased from 60 to 120.

Holland

At the branch annual meeting held recently, Mr. H. C. Marris, Clerk of the County Council (president), in the chair, it was reported that the membership was now 70.

Stretford

The annual meeting of the Stretford Branch was held at Stretford Public Hall in December. The President, Mr. J. Hindle, occupied the chair, and Mr. L. H. Taylor, Hon. Secretary of the Salford Branch, gave a very interesting address in which special reference was made to the great work of the B. and O. Fund and the immediate necessity of increased income. The annual report of the Branch Executive Committee revealed an increase in membership during the year of eight, making the present total 172. The following officers were elected for the ensuing year: President, Mr. J. Hindle; Hon. Secretary, Mr. N. V. Langford; Hon. Treasurer, Mr. A. Vernon. The annual meeting was preceded by dinner and followed by a very enjoyable social to which songs were contributed by Mr. G. H. Abrahams (Town Clerk) and Messrs. R. Charlton and J. H. Hartley.

Derbyshire

At the annual meeting of the Derbyshire Branch it was announced that the County Council had decided earlier the same day that the temporary reduction of salaries should be discontinued. The report of the Executive Committee showed that the membership of the branch was steadily increasing. Mr. R. W. Haywood, who has been the hon. treasurer of the branch since its formation, intimated that he would be unable to accept the office for a further period. The president (Mr. T. H. Smithson) referred to the admirable work done by Mr. Haywood during the past ten years. A suggestion that the Executive Committee should consider some tangible form of testimonial to Mr. Haywood received whole-hearted support. Mr. Haywood was unanimously elected as a vice-president of the branch. Mr. J. E. P. Buxton, the Master of the Shardlow Institution, was elected president for the ensuing year. The vice-presidents elected were: Mr. T. H. Smithson, Mr. H. R. Pedley, Mr. A. Newman, and Mr. R. W. Haywood. Mr. E. Overstall was appointed hon. treasurer in succession to Mr. Haywood and Mr. E. L. Eyre was re-appointed hon. secretary.

Barnoldswick

At the first annual meeting of the Barnoldswick Branch, Mr. R. W. Fenton, Clerk of the Council, was re-elected president, Mr. F. Wilkinson honorary secretary, and Mr. G. R. Cook honorary treasurer. The Secretary, in his annual report, stated that 95 per cent. of the eligible members of the staff were members of the Association, and that each was a contributor to the Benevolent and Orphan Fund. The Divisional Secretary addressed the meeting on the question of superannuation, which is at present under the consideration of the branch. A resolution in favour of the principles of Whitleyism was adopted. The branch was formed in January, 1933, and it was felt that the first year's working had been very satisfactory.

Bognor Regis

On the occasion of the third annual dinner and dance given by the Bognor Regis Branch, over a hundred members and friends attended, and the newly appointed Clerk to the Urban District Council (Mr. Lindsay Taylor) made a special journey from Chester to take part in the functions and make acquaintance with the officials and their friends. The hon. secretary and his committee are to be warmly congratulated on the arrangements for the function the success of which was appreciated by all.

Workshop and District

A pleasant evening was passed by officers of the Workshop and District Branch and their friends at a supper-dance at the Palais-de-Danse. The Mayor (Mr. C. A. Longbottom, J.P.) and the Mayoress were present, also Councillor Hartland, J.P. (the Deputy Mayor) and Mrs. Hartland, Capt. and Mrs. W. E. Longbottom, Mr. A. Norman Schofield (Town Clerk) and Mrs. Schofield, Mr. M. S. Mason (President of the Branch) and Mrs. Mason. About 100 sat down to supper.

Smethwick

Mr. J. H. Wright was elected president, and the retiring president (Mr. S. Childs, Director of Education) was heartily thanked for his most valuable services during the last four years, which were throughout a very difficult period. Continued progress and effective work were recorded.

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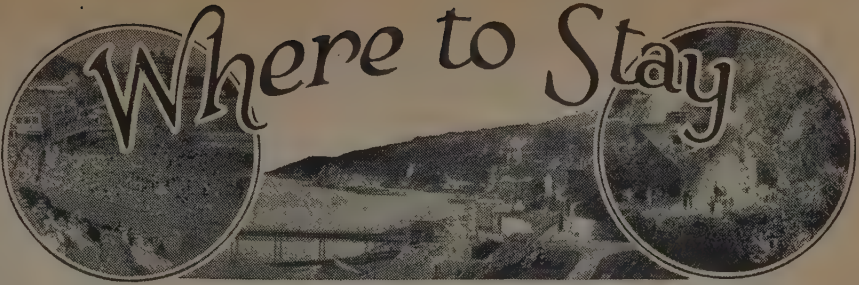
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("Where to Stay" continued on page 430)

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N.A.L.G.O. AT PLAY

The return games between Stockport N.A.L.G.O. and Oldham N.A.L.G.O. took place on January 25, at Stockport. Seven games were played at billiards, Stockport being successful in two, and five going to the visitors, who thus avenged their defeat of December last. At whist nine hands were played, five giving victory to Stockport.

At the conclusion of the games, the company assembled for supper. Mr. G. Keast, J.P., chairman of the Oldham Branch, expressed the pleasure of Oldham at again meeting their Stockport friends. Mr. R. Willacy, in acknowledging, said the interchange of visitors fostered a spirit which could not but be beneficial to their great service.

THE INCORPORATED ASSOCIATION OF RATING AND VALUATION OFFICERS

NOTICE IS HEREBY GIVEN that the next Examinations of the Association for the Intermediate and Final Grades will be held in London and Manchester on May 24, 25, and 26, 1934.

Applications, on the prescribed forms, must be sent to the undersigned not later than April 12, 1934. Intending candidates should indicate whether they desire to be examined in London or at Manchester.

Candidates for the Final Examination are reminded that they must submit to the undersigned, not later than May 10, 1934, a report and valuation as set out on page 6 of the Examinations Syllabus. Candidates who have failed at previous Final Examinations and who have submitted reports and valuations, will be excused from submitting a further report and valuation.

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WHERE TO STAY

(Continued from page 429)

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HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens,"
"The Wright Encyclopædia of Gardening," etc.

LOTS of work before us, friends—happy work, jolly work. Yes, I see those grimaces. Wheeling manure. Digging. Carrying stones for rockeries. Shovelling mixtures for concrete together wherewith to line Lily pools. Do I call that sort of thing jolly? Well, what is it, then, especially when the sun shines and that indefinable tang which means spring is in the air? Jolly? I should think so! Let us be at it with no more pretence from anybody that he doesn't enjoy every minute of the time spared for the garden from the beginning to the end of Merry March.

We have got the seeds ordered, I think, and also the plants. We have got the frame painted. We have got the mowing machine sharpened. We have seed boxes ready. We have got labels in and pots cleaned. We have ordered the potting-soil needed. We have either burned or buried all the vegetable refuse. We have got in one of those handy 28-lb. bags of lime of the specially prepared, beautifully soft and very fine kinds, such as Limbux or Sofnol, which cost us no more than about three shillings delivered to the door, the bag itself good for lasting the whole season in sound condition. And not least, we have overhauled the stock of tools and made sure that we have all we want and that those are in working order. Quite a nice lot of little things attended to, isn't it?

But would it be fair to assume that every reader is as well placed as the one best situated for anticipating the spring rush? I am afraid not. One must think of the amateur who has had such a busy winter over important work that he has not been able to clear the way and must not only sympathise with him but encourage him. After all, it is the busy man who knows best how to make up for lost time, and I commend to his attention the points above mentioned as a start.

Seedlings may command a little of our time in early March. Hardy annuals to be sown outside can wait in most cases, April being soon enough. But half-hardy and tender annuals needed for the garden should certainly be sown under glass at the earliest possible moment. I have in mind such things as China Asters, Ten-week Stocks, Monkey Flowers (*Mimulus*), *Nemesias*, *Petunias*, *Phloxes*, and *Zinnias*. The old-fashioned plan of sowing in finely sifted soil, covering lightly with sand or sand-like soil, placing squares of glass shaded with newspaper over the receptacles, and setting in as warm a place as is available is still the most reliable. People who have been able to move earlier in this matter will have seedlings

through and will have the fascinating job of bringing them safely to maturity by providing ample ventilation without chills, watering preferably from below by immersing the receptacles up to the rim in a tub of lukewarm water until the moisture has reached the surface, and thinning and pricking-off betimes. There is great enjoyment in this task.

In view of the spread last season of the new Snapdragon disease, the more cautious of us will be chary about filling whole beds and borders with *Antirrhinums* this year. Realising that there is now, most unfortunately, a risk in that, we shall be disposed to protect ourselves by associating other plants with them and happily the more tender-hued varieties blend with most things. But *Antirrhinums* we must have and, therefore, we will treat seedlings from early sowings with as much care as we devote to our choicest half-hardy annuals, even trying another sowing in heat early this month if there is likely to be a shortage.

I was to give a selection of small-growing, hardy herbaceous plants this month as suitable for planting up to the middle or end of April, and *Antirrhinums* could be associated with any of the following beautiful things: *Achillea*, *The Pearl*, *Adonis vernalis*, *Anthericum*, *Aquilegias* (special), *Betonica* (*Stachys*) *grandiflora*, *Campanula persicifolia* (Peach-leaved), both single and double forms, *Chelone barbata*, *Coreopsis grandiflora* or *lanceolata* (either will do), *Delphinium nudicaule*, *Doronicum caucasicum*, *Dracocephalum speciosum* (Dragon's head), *Echinacea purpurea*, *Erigeron speciosus*, *Erodium Manescavi*, *Funkia grandiflora*, *Gaillardias* in variety, *Geranium sanguineum* and other species (distinct from *Zonal Pelargoniums*), *Geums* *Mrs. Bradshaw* and *Lady Stratheden*, *Gillenia trifoliata*, *Helenium pumilum*, *Hemerocallis flava*, *Heuchera sanguinea*, *Incarvillea Delavayi* and *I. grandiflora*, *Inula grandiflora*, *Liliums concolor*, *davuricum* and *pyrenaicum*, *Linum flavum*, *Lobelia cardinalis*, *Lychnis chalcedonica*, *L. fulgens*, and *L. Viscaria splendens plena* (double), *Mertensia virginica*, *Monarda Cambridge Scarlet* (choice *Bergamot*), *Morina longifolia*, *Oenotheras Drummondii* and *speciosa* (Evening Primroses), *Papaver nudicaule* (Poppy), *Pentstemons*, *Physalis Franchetii* (Winter Cherry), *Platycodon Mariesii*, *Plumbago Larpentæ*, *Polemonium Richardsonii*, *Polygonum affine*, *Potentilla Miss Willmott*, *Pulmonaria officinalis*, *Pyrethrums*, *Ranunculus aconitifolius flore pleno*, *Rehmannia angulata*, *Sanguinaria canadensis*, *Scabiosa caucasica*, *Saxifraga granulata*, *Sedum spectabile*, *Spiraea*

(Continued on page 432, col. 3)

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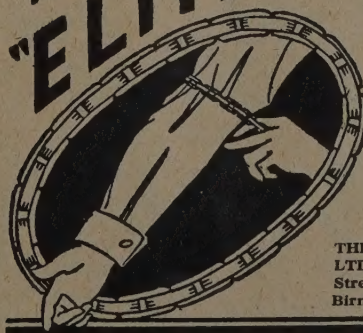
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MUSICAL NOTES

TCHAIKOVSKY'S "ROMEO AND JULIET"

By L. STEANE

PRECISELY the true mission of music and the limitations of its powers of expression it would be difficult to define. Repeated attempts at such invariably meet with strenuous opposition, as there is immediately someone ready to refute the facts. We may gather, therefore, in addition, that all efforts at establishing a too rigid formula for musical composition prove futile, since music cannot be confined to such restrictions. It does not follow, however, that musical composition does not adhere to any formula at all. The sonata form, for instance, is the most used model in works of any dimensions, whilst the overture is probably the most popular, and it is in a variation of the latter that we may place Tchaikovsky's "Romeo and Juliet."

"Romeo and Juliet," then, is in sense of form an overture, but musically, allied to the tone-poem, a form allowing more free play of imagination. Therefore, Tchaikovsky's "Overture-Fantasia" is a striking example of the half-way line in musical form, a most valuable embodiment of the composer's psychology, and a very imposing specimen of genuine musical expression unfettered by a too close regard for formalities.

Several eminent writers have striven for a greater realisation of Tchaikovsky's genius. The composer's admission of being a poor director of his own music has led conductors to take liberties with their interpretations. Hence, misconstructions have arisen. "Romeo and Juliet" is a manifestation of the composer's personal artistic sense, and is, without question,

one of the finest of all his compositions.

Some recognition should be shown to Balakirev (of whom I had occasion to refer last month), who realised the possibilities of success of Tchaikovsky's setting of the Shakespearean tragedy by suggesting the undertaking of its composition, and no doubt the form of the work owes something to him. Tchaikovsky, never a real champion of nationalist principles, it would nevertheless be difficult to imagine any one of the nationalist group writing anything to compare with the work under question, that is, with such dramatic and emotional intensity and force of purpose.

* * *

The three definite sections of "Romeo and Juliet," stated more or less in succession, may correspond respectively to the marriage ceremony by Friar Lawrence, the Montagu-Capulet feud and the element of love. The first of these, of necessity religious in feeling, is a wonderful tone setting. In contrast is the great syncopated theme descriptive of the struggles between the families, and on its subsidence the love music with which is associated a mood of poignant beauty (divided strings) of great purport in the unfolding of this musical tragedy and which in the epilogue assumes heavenly significance in a striking passage scored for wood-wind and two horns.

It is unnecessary to make special reference to other finely written orchestral passages since "Romeo and Juliet" abounds in such and the whole conception is a forceful reminder of the universal power of music.

HOME GARDENING

(Continued from page 431)

palmata, *Stactis latifolia*, *Stokesia cyanea*, *Thalictrum minus* (Maidenhair-like) *Tradescantia virginica*, *Trollius europaeus*, *Veronica longifolia subsessilis* and *Zauschneria californica* (sheltered spot).

I feel like apologising for quoting so many botanical names, but most of the plants have no others and are quite familiar to nurserymen, as the catalogues show. In some cases more species than those named may be added. In others there may be superior forms, but which are likely to be a little dearer. Very few of the plants exceed 2 ft. high even when in full bloom, and flower-stem height is not everything, either. Paeonies grow to no great height, but they are very bulky, while most of those named above are quite slender and thus are suitable for the smallest of borders.

A friend wants to have a special "cut-bloom" bed this year and would be satisfied with two kinds of plant provided they would give a succession from July to November inclusive. Now, this is asking a good deal, and looking, first, towards the end of the year rather than the middle of the summer, as the more difficult to provide for, one can only select *Chrysanthemums*. For the other plant perhaps the *Gladiolus* could not be improved upon. If the flower spikes are cut young the plants will give a succession—a succession that will be helped if the dealer is asked to select early and late sorts. The same request should be made with *Chrysanthemums*, because some are natural September bloomers and others tend to come later.

Mention of *Gladioli* reminds one that the time is at hand to start several important tuberous plants, notably *Begonias* and *Dahlias*, both of which should have some amount of heat if they are wanted for June planting. Shallow boxes suit the *Begonias*, but deeper are required for the *Dahlias*. In both cases a liberal admixture of leafmould and sand with the loam will be helpful. But old fibre from the bulb bowls will do fairly well. Those who have to buy plants of *Dahlias* instead of increasing their own should look out for a selection of varieties on this page later on.

When ordering Sweet Peas do not omit such stalwarts as *Flamingo*, *Lilac Domino*, *Premier*, *Magnet*, *Mayfair*, *Pinkie*, *Welcome*, *Powerscourt*, *Scarlet Flame* and *Model*. All are thoroughly reliable. Frame seedlings are at an interesting stage and will benefit by following the hints given for other seedlings above, plus stopping at 3 or 4 inches if quite small, or by providing the first supports if larger. People who rely on outdoor sowing will be getting the ground ready with enthusiasm.

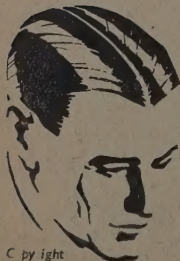
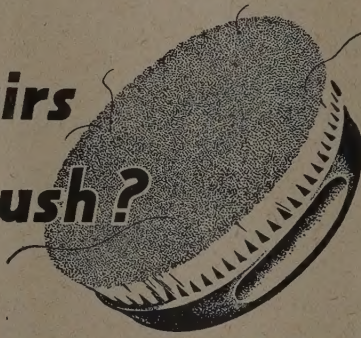
Rose nurserymen appear to have had a good demand for their wares and are still busy. But I am sure they would be glad now, and intending planters glad later on, if the final ordering and planting were done by the end of March. The lawn would benefit by a good brushing with a stiff broom or besom and a dressing of moderately fine sand, the latter enriched with one ounce of sulphate of ammonia to every ten pounds of sand if the lawn is weak.

The planting of deciduous shrubs ought to be completed this month, but April will do for evergreens.

I hope to make a few remarks on the greenhouse and its stock next month.

The annual general meeting of the Birmingham Branch was held at the Chamber of Commerce on January 16, under the chairmanship of Mr. F. J. Bunn. Dr. H. J. Kirkland was re-elected president; Mr. L. Perks, hon. secretary; and Miss B. H. Downing, hon. treasurer. The membership has increased considerably, although many members were lost through the closure of Marston Green Cottage Homes. Mr. J. E. N. Davis, divisional secretary, gave an interesting address, and his valuable assistance to the branch was acknowledged.

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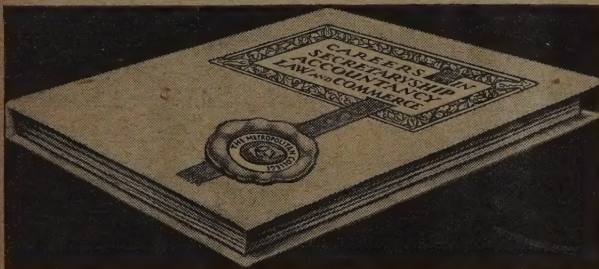
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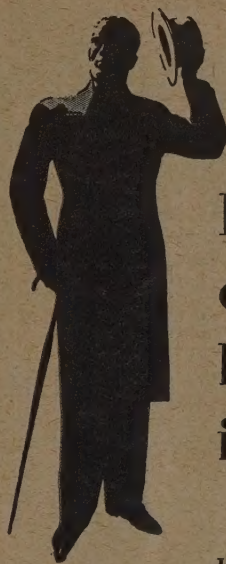
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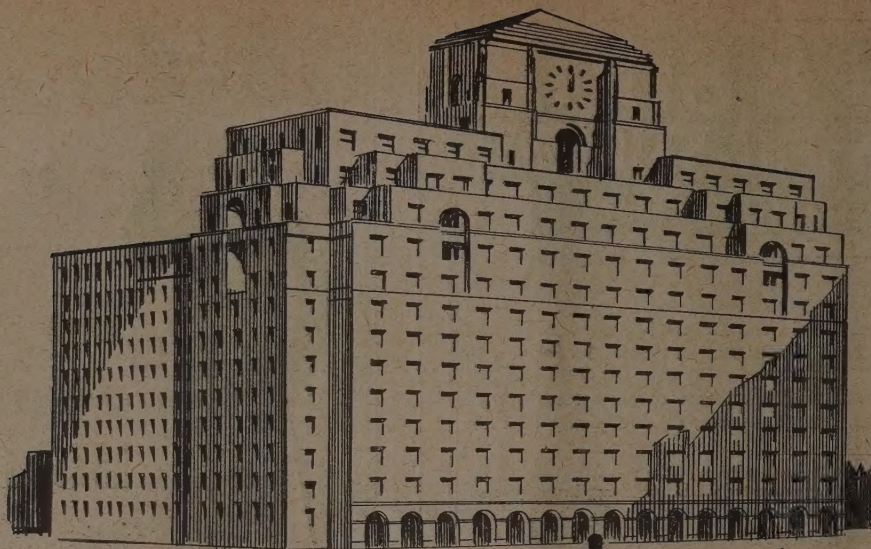
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